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# PRIMARY TEACHERS' SALARIES

FROM INFORMATION SUPPLIED  
BY THE MINISTRIES OF EDUCATION

Afghanistan, Argentina, Australia, Austria, Belgium,  
Bolivia, Brazil, Bulgaria, Burma, Cambodia, Canada,  
Ceylon, Colombia, Cuba, Czechoslovakia, Denmark,  
Dominican Republic, Ecuador, Egypt, Finland,  
France, German Federal Republic, Guatemala,  
Haiti, Honduras, Iceland, India, Indonesia, Iraq,  
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## INTRODUCTION

The International Bureau of Education carried out an inquiry in 1937-1938 on primary teachers' salaries and published the findings in the I.B.E. series. The volume served as basis for discussion at the VIIth International Conference on Public Education, held in Geneva in 1938, and a recommendation on the subject was passed by the Conference.

Any attempt to remedy the shortage of primary teachers existing almost throughout the world necessitates improving the material conditions of these teachers. This necessity has, in fact, become one of the major concerns of the education authorities. For this reason the Unesco-I.B.E. Joint Committee decided to place the question on the agenda of the XVIth International Conference on Public Education.

With a view to bringing its pre-war findings on the subject up-to-date, the International Bureau of Education sent out a new questionnaire to the Ministries of Education. The collection of new data proved a long process, and at the end of it all the reports received were submitted for final revision to the Ministries of Education. In those cases where no revised reply was received, it was assumed that the reports were still valid, and a footnote was merely added to them indicating the date when they were drawn up.

The reports here presented, giving the data for each individual country, are preceded by a world survey which attempts to give an overall picture of public primary teachers' legal status, salary scales, allowances, privileges, hours, holidays, and pensions, and of existing legislation as affecting primary teachers seeking to work in a foreign country and those working in private schools.

We are deeply grateful to the Ministries of Education of the fifty-six countries which have replied to this new inquiry by the International Bureau of Education, and to all those members of the staff who have assisted in carrying it out, in particular to Mr. Robert Mallet, responsible for the initial analysis of many of the replies, Miss Madeleine Pagano, Miss R. D. Cusden, and Mr. F. M. Newell.

François MARCHAND  
*Research Division*  
*International Bureau of Education*





# QUESTIONNAIRE ADDRESSED TO THE MINISTRIES OF EDUCATION

## I. SALARIES

1. (a) Are public primary school teachers considered as officials (of the State, the province, the municipalities)?  
What are the clauses of the contract (duration, guarantees of tenure, etc.)?
- (b) By what authority are primary school teachers paid (by the State, the department or commune, or by combined authorities, etc.)?
2. Is there a uniform scale of salaries for primary school teachers throughout the country?  
If so, kindly indicate the annual scale of salaries.  
If not, please give a typical scale of salaries (or the most widely used):
  - (a) of men and women teachers in public primary schools;
  - (b) of women teachers in infant schools;
  - (c) of men and women teachers in special schools (for handicapped children);
  - (d) of men and women teachers in higher primary schools (senior schools);
  - (e) of headmasters and headmistresses of these different types of schools;
  - (f) of student teachers and probationers in these different types of schools.
3. (a) Kindly describe the system of promotion (promotion according to years of service, by competitive examination, by selection, etc.).
- (b) For how many years must a man or woman teach before reaching the maximum salary?
- (c) How many men and women teachers figure in each category of the salary scale and what percentage of the public primary school teachers does this number represent in each of the categories of this scale?

## II. ALLOWANCES AND VARIOUS PRIVILEGES

4. (a) To what supplementary payments have men and women teachers in public primary schools the right (allowances for board, lodging expenses, high cost of living, family charges, etc.)?
- (b) Does the law make provision for some of these allowances or indemnities to be paid in kind (free lodging, heating, land, etc.)?
- (c) Are they granted by the same authority as the salary?
5. (a) Kindly describe the privileges granted to men and women teachers in public primary schools (moving expenses, facilities for their children's studies, travelling facilities, etc.).
- (b) Are these privileges granted to all officials or are they reserved for members of the teaching profession?



### III. ADDITIONAL SALARIED ACTIVITIES

6. Have public primary teachers the right to carry on their functions as primary school teachers in conjunction with :
  - (a) Other functions in official schools (continuation courses, evening classes, etc.) ?  
If so, under what conditions ?
  - (b) Other official functions of an administrative character or otherwise (secretary to the municipality, member of parliament, etc.) ?  
If so, under what conditions ?
  - (c) Private remunerative activities (private lessons, publication of school textbooks, commercial representation, etc.) ?

### IV. REGULATION OF THE DURATION OF WORK

7. (a) How many hours of attendance per week does the law require of primary teachers ?
- (b) Does the law require primary teachers to be in school before the arrival and after the departure of their pupils (for supervision purposes, etc.) ?  
Is a time limit imposed ?
- (c) Are there legislative regulations concerning the time that teachers must spend on the preparation of their lessons and on the correction of homework, or on other activities ?
8. (a) What is the annual number of days' leave, not including the regular weekly holidays ?
- (b) Are all these holidays fully paid ?

### V. RETIREMENT-ILLNESS-DISABILITY-PENSIONS-UNEMPLOYMENT

9. Does the law envisage a system of saving or insurance, compulsory or otherwise, for teachers in public primary schools ?  
If so is the system administered by the State, by private organisations (insurance companies), or by professional organisations (teachers' associations), etc. ?
10. (a) What conditions must be fulfilled, from the point of view of age and length of service, before a public primary school teacher has the right to a pension ?
- (b) What is the pension scale ?
- (c) What deposits must the insured teacher pay to be eligible for a pension ?
- (d) Are these contributions deducted from the salary ?
11. (a) What conditions must be fulfilled before the public primary school teacher has the right to sick pay or to disability pay ?
- (b) What is the amount and duration of such payment ?
- (c) What deposits must the insured teacher make to be eligible for such pay ?
- (d) Are these payments deducted from the salary ?
12. Kindly give same information concerning pensions for widows and orphans.
13. Kindly give the same information concerning unemployment allowances.



## VI. FOREIGN MEN AND WOMEN TEACHERS

14. (a) Are the nationals from other countries admitted as teachers in either public or private primary schools?  
If so, are the conditions of work, salary and insurance the same as those for the nationals of the country and for those belonging to the canton or province?
- (b) In federated countries, are persons from other cantons, provinces, etc., allowed to teach in the public or private primary schools of the various cantons, provinces, etc., under the same conditions as the natives of those cantons or provinces?

## VII. CONTROLLED PRIVATE SCHOOLS

15. On all these points, what differences are made for teachers in private primary schools, subsidised or controlled by the State?

## VIII. MISCELLANEOUS

16. Kindly add any other details which will help to give an exact idea of the salaries of primary school teachers.
17. Kindly indicate, wherever necessary, in each of the above mentioned replies, the differences existing between the regulations applicable to men and to women primary school teachers.





# GENERAL SURVEY

## I. — SALARIES

### ADMINISTRATIVE ARRANGEMENTS

#### *Employing Bodies*

The initial result of a study of the conditions of service of primary teaching staffs is a realisation of the relation existing between such conditions and the juridical setting in which such staffs work. Attention will therefore first be given to that setting.

In practically all the fifty-six countries which have replied to the present inquiry, public primary teachers rank, legally or in practice, as officials, that is to say, as agents of public services, and have the corresponding rights and duties. The structure and mode of operation of the public services, however, vary greatly according to the history and political situation of each individual country. A comparative study of the various systems now in force is therefore difficult.

Let us first see what body it is that employs public primary staffs.

The following categories of countries may be distinguished: (a) countries where public primary teachers are officials of the central government; (b) countries, often of the federal type, where they are employed by the provincial, cantonal and like authorities; (c) countries where they are attached to local authorities; (d) countries where two or more of the foregoing systems obtain simultaneously.

(a) Public primary teachers appear to be central government officials in the following countries: Afghanistan, Bolivia, Bulgaria, Burma, Cambodia, Ceylon, Czechoslovakia, Dominican Republic, Egypt, France, Guatemala, Haiti, Indonesia, Iraq, Iceland, Israel, Italy, Laos, Mexico, Pakistan (Karachi Federal Area), Panama, Persia, Philippines, Portugal, Syria, Thailand, Uruguay, Vietnam. In Israel, it is to be noted, they are central government officials placed at the disposal of the municipalities or communes.

(b) Public primary teachers are employed by the provincial, cantonal and like authorities in, for example, the German Federal Republic (officials of the *Länder*), Australia (officials of the states of New South Wales, Victoria, Queensland, South Australia, Western Australia, and Tasmania), Pakistan (officials of the provinces of Baluchistan, Sind, and North West Frontier Province), Switzerland (cantonal officials in certain cantons), and the Union of South Africa (provincial officials).



(c) In some countries of this category the local authorities to which public primary teachers are attached, are more or less under the control of the central or regional government. This appears to be the case, for example, in Belgium, Canada (Alberta, New Brunswick), Denmark, Luxemburg, Norway, Sweden and Switzerland (Bern), where public primary teachers are attached to the municipal or communal authorities. In other countries of this category the local authorities in question are relatively independent. Public primary teachers in Canada (British Columbia, Newfoundland, Ontario, Prince Edward Island, Quebec, Saskatchewan) come under the local school boards. In the United States they are employed by the school districts, each of which may cover a town, a county, a whole state, or merely one school, and in New Zealand by one or other of nine district education committees. In the United Kingdom (England and Wales, and Scotland) teachers are appointed, employed and paid by the local authorities, not by the central government.

(d) In countries of this category teachers enjoy differing legal status within one and the same country. Some may be employed by the central government, others by the communes, yet others by other bodies. In Argentina, for example, teaching staffs in schools subsidized by the federal government or a provincial government rank as public officials appointed by the national executive body or a provincial executive body. In Austria most primary teachers rank as officials of the federated states (*Bundesländer*), and only those working in the demonstration schools attached to the federal normal schools (*Bundeslehrerbildungsanstalten*) or in the federal institutes for the blind and the deaf-and-dumb rank as central government officials. In Brazil public primary staffs are officials of the states or the municipalities. In Colombia most teachers in public schools rank as provincial officials and only a few as central government or municipal officials. In Ecuador they rank as either state or communal officials. In Spain most public primary teachers are central government officials, and only a few are provincial or, in the larger towns, municipal officials. In Finland they are mostly officials of the towns or communes, and only a few are central government officials. In Honduras they are central government or municipal officials. In India, according to the type of school in which they work, they rank as officials of the central government, a state, a district board, or a municipality. In Japan they rank as national public officials, or local public officials of the prefectures or other public bodies. In Pakistan (East Bengal) they rank as officials and are attached to the provincial government, the district school boards, the regional committees, or a municipality. In Pakistan (Punjab) they are attached to a district committee in rural areas and a municipality in urban areas. In the Netherlands they come under a commune or the government. In Salvador most teachers are government officials, and only a few, working in certain schools maintained by some towns, rank as municipal officials. In Switzerland (Neuchâtel, for example) public primary teachers may be subject to cantonal law, but their appointments may be made by the communes, subject to approval by the *Conseil d'Etat*; they may be regarded as municipal officials subject to cantonal law. In Switzerland (Ticino) they rank as communal officials but their appointments are subject to prior agreement with the Department of Education.



In Ireland primary teachers are appointed by the school managers (practically all schools are administered by the local clergy), subject to the approval of the Department of Education.

### *Permanency of Tenure*

The ways in which public primary teachers are guaranteed permanency of tenure vary from one country to another, and depend to a certain extent on prevailing conceptions of the organisation of public services. In this regard the countries whose Ministries of Education have replied to the present inquiry, may be classified, tentatively, into the following three groups : (a) countries where public primary teachers enjoy a legal status on the same footing as other officials or adapted to the special character of their posts ; (b) countries where they are employed on the basis of a special contract defining the rights and duties of the contracting parties ; (c) countries where these two systems co-exist.

(a) The system whereby public primary teachers enjoy a legal status appears to be the most widespread. Under this system they are generally appointed in the first instance for a probationary period of varying length, and then on a certificated basis if their conduct and work are satisfactory. In most cases certification involves a guarantee of permanent or long-term tenure, provided certain statutory or legal conditions are fulfilled, the right of appeal in the event of dismissal or allegedly unjustified refusal to grant promotion, and voluntary or compulsory retirement on pension on conclusion of a certain fixed period. The characteristics of certification vary to some extent, of course, from one country to another, and some of the replies give a detailed account of them.

The reply from Ecuador is one of the most explicit in this connection. Teachers holding the required qualifications are guaranteed permanency of tenure. If they are transferred on account of service needs, neither their grade nor their salary suffers in consequence. They may be suspended from duty only on the following grounds : (a) proven faults or grave misconduct, (b) incompetence as certified by the director of education, (c) abandonment of or unjustifiable absence from duty, (d) absence through illness for a period exceeding the statutory minimum, (e) retirement by request or incompetence, (f) reaching the age limit, (g) resignation. A teacher suspended on one of these grounds is obliged to relinquish his post, but continues to receive monthly allowances amounting to 50% of his salary in the case of grounds (a) and (c), 75% in the case of ground (b), and 100% in the case of grounds (d) and (f). Suspension from duty may not exceed ninety days and counts as pensionable service. If during the period of suspension from duty the teacher concerned is able to disprove the charge made against him, the Ministry of Education may rescind the suspension order. In obvious cases the Ministry may dismiss a teacher without preliminary suspension.

In Canada (British Columbia), public primary teachers are appointed on probation for a year in the first instance. If they are retained, their appointment becomes a continuing one, subject to good conduct and efficiency.

In Switzerland, public primary teachers are appointed for a period of six years in Bern and the Ticino, for example.

In Honduras, they are officials employed by the central government or the municipalities. Their appointments are for one year, and are renewed for a similar period if their work and conduct are satisfactory.

In Afghanistan, primary teachers rank as government officials, and are required to serve a minimum of two years as teachers for each year they have spent in training.

(b) In countries of this category public primary teachers are employed on the basis of a special contract. Such contract defines the length of appointment or the conditions under which it may be annulled.

In Canada (Prince Edward Island), the contract is made between teachers and the local district or town school board, and the period it covers is the school year, unless either party terminates it by giving three months' notice in writing at any time.

In Ireland, each school manager enters into an agreement with the teachers employed by him, and the services of a teacher cannot be dispensed with except under the terms of the agreement. The agreement is terminable on three months' notice on either side. It may also be terminated by the manager without notice for misconduct on the part of the teacher or other sufficient reason.

In the United Kingdom (England and Wales), all teachers, other than those employed in an emergency or on special occasions, have to be employed under a written agreement defining the conditions of service, of which they have to be given a copy.

(c) In countries of this category the systems co-exist of the countries described under (a) and (b). Some public primary teachers enjoy legal status, while others are appointed on the basis of a special contract.

This is the position in, for example, the *Länder* of the German Federal Republic. The majority of primary teachers enjoy statutory conditions of service which are practically the same as those of all other government officials, while a small minority are engaged on contract and may be dismissed the service without pension.

In Austria, primary teachers of all categories may have the conditions of service of officials proper or may be engaged on contract.

In Belgium, there are three categories of government-inspected primary and nursery-infant schools: communal schools, approved private schools, and independent private schools. Teachers' conditions of service in the first category of schools are sanctioned by communal legislation, and in the other two categories are regulated by a contract of employment act.

In Sweden, some primary teachers have a permanent appointment and may not be dismissed the service before the retirement age except for grave misconduct or negligence. Others have a non-permanent appointment and may be dismissed or retired at three months' notice. Yet others have an auxiliary appointment and are engaged for a fixed period.



### *Salary-paying Authorities*

In the countries replying to the present inquiry, the salaries of public primary teachers are generally paid by the same authority as employs them, whether such authority is the central government, a provincial administration, a municipality, or an independent body.

The salaries of public primary teachers appear to be paid by the State or the central administration (including, in countries with a federal constitution, the administration of a state, *Land*, province, or federated canton) in the following countries, for example: Afghanistan, Argentina, Austria, Bolivia, Bulgaria, Burma, Cambodia, Czechoslovakia, Dominican Republic, Egypt, France, German Federal Republic, Guatemala, Haiti, Indonesia, Iraq, Ireland, Israel, Italy, Laos, Monaco, Pakistan (Baluchistan, Karachi, North West Frontier Province), Panama, Persia, Philippines, Portugal, Syria, Thailand, Union of South Africa, Uruguay, Vietnam.

Frequently the central government assumes responsibility for a proportion of the salaries paid by a provincial, local, communal or other administration.

In Belgium, for example, teachers in the communal and approved private primary schools are paid by the communes, but the government makes a grant equal in amount to their salaries as fixed by law, such amount being paid direct to them.

In the United States, teachers' salaries are paid by the school districts, which receive income from local and state sources and, to a limited extent, from the federal government. For the country as a whole, 35% of school revenue derives from the states, 62% from county and local sources, and 3% from the federal government.

In Iceland, in rural areas one-twelfth of the basic salary of teachers is paid by the communal authorities, the remainder by the government, and in urban areas one-ninth by the municipal authorities, the remainder by the government.

In Norway, primary teachers' salaries are paid by the communes, which in turn receive grants from the government amounting generally to 55%, in some cases to 85%, and in the towns to between 30% and 35% of the total of such salaries.

In Switzerland, primary teachers' salaries are paid by the cantons or the communes, and the federal authorities make grants to the cantons.

It is to be noted that in some cases the higher authority is responsible for paying teachers' salaries, and that a lower authority is required to refund to the higher authority part of the expenditure incurred.

In the German Federal Republic, for example, in practically all *Länder* primary teachers' salaries are paid by the *Land*, but in some *Länder* the communes are required to pay 25% to 30% of the total of such salaries into the *Land* funds.

### SALARY SCALES

#### *General Characteristics*

A detailed comparison of public primary teachers' salary scales in the various countries replying to the present inquiry, would be beyond the scope of this inquiry. It is for the same reason impossible to compare

the amounts of these salaries one with another, even by converting those amounts into one currency, inasmuch as the purchasing power of money and living costs vary widely from one country to another.

Discussion will therefore be limited to the general principles and criteria on which the various salary scales appear to have been built.

In countries where educational administration is centralized, there generally exist salary scales which are uniform throughout the country. In countries where educational administration is decentralized, on the other hand, there are generally a number of scales varying according to their origin in a federated state, province, commune, or independent body.

The tendency in almost all countries where salary scales are not uniform throughout the country, is to establish such uniformity.

In Australia, for example, teachers' salaries are fixed by various tribunals, but salary levels nevertheless tend to some measure of equality, because anomalies between states are frequently cited before such tribunals as grounds for adjustment.

In the United States, some states have minimum salary scales which individual school districts meet or exceed.

In Japan, the prefectural governments are authorized to fix the salaries of local public teachers in accordance with prefectural laws, but are statutorily required to maintain a certain balance between such salaries and those paid to national public teachers. These two groups of teachers are therefore on comparable salary scales.

In the Union of South Africa, the provinces agreed on a uniform salary scale for public primary teachers in 1952, but certain small differences in salary persist between one province and another owing to differing ways of classifying posts.

In both countries with a centralized and a decentralized educational administration, certain factors tend towards the introduction of salary differences among primary teachers. Such factors include the size of the population of the locality in which the teacher is working, the urban or rural character of that locality, the sex of the teacher, the qualifications and certificates he holds, the length of his professional training, and the general norms for promotion (efficiency, length of service, etc.).

The following are some examples of the role played by the size of the population of the locality in which the teacher is working, and by the urban or rural character of that locality.

In Belgium, three scales of salaries are fixed by law, corresponding to three categories of communes (up to 50,000 inhabitants, 50,000 to 100,000 inhabitants, over 100,000 inhabitants).

In the Netherlands, communes are classified as first-, second-, and third-class. The salary of a teacher in a first-class commune is taken as the basis, and his colleague in a second-class commune earns 4% less and in a third-class commune 8% less.

In Sweden, the country is divided into five cost-of-living areas, and the area in which a teacher is working is one factor determining the amount of his salary.

It is also to be noted that in certain countries rural primary teachers receive lower salaries than their urban colleagues. The numerous causes



of this state of affairs include differences of professional training and the relatively high cost of living in an urban area.

Such a difference between the salaries of rural primary teachers and those of their urban colleagues is to be found in, for example, Canada (Ontario, Saskatchewan), Denmark, Dominican Republic, Finland, and Mexico.

In the Ticino in Switzerland, moreover, primary teachers in rural or valley schools with an eight-month year receive lower salaries than their colleagues in urban schools with a ten-month year.

So far as the factor of sex is concerned, it is to be noted that in all except one of the countries whose replies refer to this factor, it is a factor which operates to the advantage of men teachers. That one exception is India, where the salaries of women teachers are slightly higher than those of men, in the states of Madhya Pradesh, Bhopal, and Vindhya Pradesh.

The other countries referring to salary differences based on sex are Australia, Canada (Newfoundland, Prince Edward Island, Quebec), Ireland, Luxemburg, New Zealand, Norway, Switzerland (Basel, Bern, Neuchâtel and the Ticino, for example), Union of South Africa, and United Kingdom (England and Wales, and Scotland).

In Canada (Prince Edward Island), men and women teachers receive the same basic salaries, but the local school boards usually grant supplements considerably above the minimum for men teachers.

In Ireland, primary staffs are divided into two groups for salary purposes: women and unmarried men, on the one hand, and married men, on the other. The latter group enjoys higher salaries than the former.

In Luxemburg, a woman primary teacher's salary is 10% lower than that of a man teacher.

In Norway, salaries are based on hours, and women generally have fewer hours than men, and their salaries are in consequence lower.

In Switzerland (Basel-City), women primary teachers receive lower salaries than the men, but their hours per week are fewer. Although waived in certain cases, a ruling exists whereby married women may not be appointed as primary teachers.

The remaining factors making for salary differences are qualifications, certificates, etc., and the general norms for promotion. In the majority of countries the major factor in promotion appears to be salary increments based on length of service. Other factors in promotion include teaching ability, conduct, and the acquisition of additional qualifications.

In some countries promotion takes the form of transfer to a more favoured locality or to a higher post on a higher scale of salary. The norms for such promotion vary, but the most important of them are teaching ability and length of service.

The table below gives the main characteristics of salary scales: uniformity or otherwise throughout the country, differentiation based on the size of the population or the character of the locality concerned, differentiation based on sex, number of grades, length of service requirements for attainment of maximum, promotion by length of service, promotion by selection, etc.

## TABLE OF SALARY SCALES CHARACTERISTICS

AFGHANISTAN	Scale uniform throughout country, comprising eleven grades. Maximum salary after minimum of thirty years' service. Promotion by length of service, efficiency and conduct.
ARGENTINA	Scale uniform throughout country, comprising nine grades, differentiated on basis of day-school and evening-school staff. Maximum salary after twenty years' service. Promotion by length of service.
AUSTRALIA	Scales varying according to state, sex, and academic and professional qualifications. Maximum salary after from fourteen to sixteen years' service. Promotion by length of service.
AUSTRIA	Scale uniform throughout country, comprising sixteen grades, differentiated on basis of permanent or contractual appointment. Maximum salary after thirty years' service. Promotion by length of service.
BELGIUM	Scale varying according to size of commune, comprising twelve grades. Maximum salary after twenty-six years' service. Promotion by length of service.
BOLIVIA	Scale varying according to locality of school (rural, large town, province, frontier area), comprising five grades. Promotion by qualifications, teaching ability and length of service.
BRAZIL	Scale varying according to status of school (state or communal) and degree of poverty of locality, comprising three or four grades. Salary sometimes doubled after twenty-five years' service. Promotion by qualifications and length of service.
BULGARIA	Scale uniform throughout country, comprising six grades and four sub-grades. Maximum salary after minimum of twenty-five years' service. Promotion by length of service and efficiency.
BURMA	Scale uniform throughout country, comprising five grades. Maximum salary after five years' service. Promotion by length of service, vacancies, qualifications and efficiency.
CAMBODIA	Scale uniform throughout country, comprising ten grades. Maximum salary after minimum of fourteen to twenty years' service and generally after twenty-five to thirty years' service. Promotion by length of service and selection.
CANADA	<p><i>Alberta:</i></p> <p>Scale uniform throughout province. Maximum salary after six to ten years' service. Promotion by qualifications, length of service, and efficiency.</p> <p><i>British Columbia:</i></p> <p>Scale varying according to locality and qualifications. Promotion by length of service. Promotion to higher post by selection.</p>



*New Brunswick:*

Scale uniform throughout province (municipalities required to pay minima), differentiated on basis of academic and professional qualifications. Maximum salary after ten to thirty years' service. Promotion by selection based in part on length of service.

*Newfoundland:*

Scale uniform throughout province differentiated on basis of qualifications and sex. Maximum generally after twenty years' service. Promotion by competition and length of service.

*Ontario:*

Scale varying according to locality of school (rural, village, semi-urban, urban).

Maximum salary after eight to twenty years' service. Promotion by length of service and inspector's recommendation.

*Prince Edward Island:*

Scale varying according to school board and qualifications. Promotion by selection in light of efficiency, training, and length of service.

*Quebec:*

Scale varying according to local education authority, differentiated on basis of sex.

*Saskatchewan:*

Scale uniform throughout province, differentiated according to type of school (rural, village, urban, etc.) and academic and professional training. Promotion by length of service.

## CEYLON

Scale uniform throughout country, differentiated on basis of type of school (Singhalese and Tamil, English) and qualifications. Promotion to higher post by length of service and efficiency.

## COLOMBIA

Scales varying according to province. Maximum salary after from four to seventeen years' service according to qualifications. Promotion by length of service and efficiency.

## CUBA

Scale uniform throughout country. Promotion by length of service and efficiency.

## CZECHOSLOVAKIA

Scale uniform throughout country, comprising five grades. Maximum salary after twenty years' service. Promotion by length of service and professional and political aptitudes.

## DENMARK

Scale uniform throughout country, differentiated on basis of type of school (rural, urban). Promotion to a higher post by selection. Promotion by length of service.

DOMINICAN  
REPUBLIC

Scale uniform throughout country, differentiated on basis of hours and locality of school (province, capital). Promotion by conduct, ability, training, results, and, rarely, length of service.

## ECUADOR

Scale uniform throughout country, comprising ten categories. Maximum salary after minimum of twenty-five years' service. Promotion by length of service and completion of certain work.

EGYPT	Scale uniform throughout country, differentiated on basis of academic and professional qualifications. Promotion by length of service. Promotion to higher grade generally by selection.
FINLAND	Scale uniform throughout country, differentiated on basis of type of school (urban, rural). Maximum salary after fifteen years' service on an average. Promotion by length of service and selection, according to vacant posts.
FRANCE	Scale uniform throughout country, comprising eight grades. Maximum salary after twenty-five years' service on an average. Promotion by length of service and choice.
GERMAN FEDERAL REPUBLIC	Scale uniform throughout country, comprising nine grades. Maximum salary after twenty years' service. Promotion by length of service. Promotion to higher post (special school, senior primary school, headship) by selection based on merit and aptitude.
GUATEMALA	Scale uniform throughout country, comprising six grades. Maximum salary after twenty-five years' recognized service. Promotion to higher grade by length of service and efficiency.
HAITI	Scale uniform throughout country, differentiated on basis of qualifications. Promotion by length of service and efficiency.
HONDURAS	Non-uniform scale.
ICELAND	Scale uniform throughout country, comprising six grades. Maximum salary after six years' service. Promotion by length of service.
INDIA	Scales varying according to school and state, differentiated on basis of training. Promotion by length of service and qualifications.
INDONESIA	Four scales uniform throughout country, comprising two or three grades and eleven to seventeen sub-grades, differentiated on basis of academic and professional qualifications. Maximum salary after twenty to twenty-five years' service. Promotion by length of service.
IRAQ	Scale uniform throughout country, comprising eight grades. Promotion by length of service, efficiency, and availability of funds.
IRELAND	Scale uniform throughout country, comprising from six to twenty grades, differentiated on basis of women and unmarried men, on the one hand, and married men, on the other. Promotion by length of service.
ISRAEL	Scale uniform throughout country, comprising twenty-one grades, differentiated on basis of certification and non-certification. Maximum salary after twenty-one years' service. Promotion by length of service.
ITALY	Scale uniform throughout country, comprising sixteen grades. Maximum salary after forty years' service. Promotion by length of service.



JAPAN	Non-uniform scales, differentiated on basis of type of school (national public schools, and local public schools administered by the prefectures) and qualifications, comprising in the case of national public schools fifteen grades and eleven classes. Maximum salary after approximately twenty-six years' service. Promotion by qualifications and length of service.
LAOS	Scale uniform throughout country, comprising twelve grades. Maximum salary after twenty-six years' service. Promotion two-thirds by selection and one-third by length of service.
LUXEMBURG	Scale uniform throughout country, comprising eleven grades, differentiated on basis of sex. Maximum salary after thirty years' service. Promotion by length of service.
MEXICO	Non-uniform scales, differentiated on basis of type of school (evening, urban, rural). Maximum salary generally after from ten to fifteen years' service. Promotion by ability.
MONACO	Scale uniform throughout State. Fixed salaries without increments.
NETHERLANDS	Scale uniform throughout country, comprising seventeen grades, differentiated on basis of type of commune and qualifications. Promotion by length of service.
NEW ZEALAND	Scale uniform throughout the school districts, differentiated on basis of sex. Maximum salary after ten years' service. Promotion by length of service and vacancies.
NORWAY	Scale uniform throughout country, differentiated on basis of annual teaching hours. Promotion by length of service.
PAKISTAN	<p><i>Baluchistan:</i></p> <p>Scale uniform throughout province. Maximum salary after fourteen years' service. Promotion by length of service.</p> <p><i>East Bengal:</i></p> <p>Non-uniform scales, differentiated on basis of type of school (government-controlled, district-board-controlled). Promotion by length of service in compulsory government schools.</p> <p><i>Karachi Federal Area:</i></p> <p>Scale uniform throughout Area, differentiated on basis of qualifications. Promotion by length of service and efficiency.</p> <p><i>North West Frontier Province:</i></p> <p>Scale uniform throughout province. Promotion by length of service.</p> <p><i>Punjab:</i></p> <p>Scale uniform throughout province, differentiated on basis of academic and professional qualifications. Promotion by length of service.</p> <p><i>Sind:</i></p> <p>Scale uniform throughout province, differentiated on basis of academic qualifications. Promotion by length of service.</p>

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*Panama :*

Scale uniform throughout country, differentiated on basis of qualifications. Promotion by length of service and efficiency.

## PERSIA

Scale uniform throughout country, comprising from seven to nine grades, differentiated on basis of permanent and contractual appointment. Maximum salary after from seventeen to nineteen years' service. Promotion by length of service.

## PHILIPPINES

Scale uniform throughout country. Promotion by length of service.

## PORTUGAL

Scale uniform throughout country. Promotion by length of service.

## SALVADOR

Scale uniform throughout country, comprising four grades, differentiated on basis of qualifications. Maximum salary after fifteen years' service. Promotion by length of service.

## SPAIN

Scale uniform throughout country, comprising seven grades. Promotion by vacancies or, in case of provincial and municipal schools, length of service.

## SWEDEN

Scale uniform throughout country, differentiated on basis of teacher category and local cost-of-living. Maximum salary after minimum of eleven years' service. Promotion by length of service.

## SWITZERLAND

*Basel-City :*

Scale uniform throughout canton, differentiated on basis of sex. Promotion by length of service.

*Bern :*

Scale uniform throughout canton, differentiated on basis of sex. Maximum salary after fifteen years' service. Promotion by length of service.

*Geneva :*

Scale uniform throughout canton. Maximum salary after maximum of twelve years' service. Promotion by length of service.

*Neuchâtel :*

Scale uniform throughout communes, differentiated on basis of sex. Maximum salary after twelve or thirteen years' service.

*Ticino :*

Scale uniform throughout canton, differentiated on basis of sex and length of school year. Maximum salary after seventeen years' service. Promotion by length of service.

## SYRIA

Scale uniform throughout country, differentiated on basis of qualifications. Maximum salary after from twenty to thirty-two years' service. Promotion by length of service and selection.

## THAILAND

Scale uniform throughout country, differentiated on basis of qualifications. Promotion by length of service and selection.



UNION OF SOUTH AFRICA	Scale uniform throughout provinces, except for mode of classification. Promotion by length of service. Transfer by application and selection.
UNITED KINGDOM	<i>England and Wales:</i> Scale uniform throughout country, differentiated on basis of sex and qualifications. Maximum salary after fourteen (men) and eleven (women) years' service. Promotion by length of service. <i>Scotland:</i> Scale uniform throughout country, differentiated on basis of qualifications and sex. Maximum salary after from eighteen to twenty-three years' service. Promotion by length of service. Promotion to higher post by selection.
UNITED STATES	Scales varying according to school district and state, comprising a great variety of grades. Minimum salaries in some cases fixed by state.
URUGUAY	Scale uniform throughout country, differentiated on basis of type of school (urban, rural, demonstration). Maximum salary after minimum of twenty-five years' service. Promotion by competition and merit.
VIETNAM	Scale uniform throughout country, comprising seven grades. Promotion three-quarters by selection, one-quarter by length of service.

### *Nursery-infant Mistresses' Salaries*

In many cases nursery-infant mistresses do not rank like their primary colleagues as government, communal or like officials. In the German Federal Republic, for instance, the kindergartens are private establishments and no official scale of salaries exists for their staffs. Nursery-infant mistresses' salaries are, in fact, statutorily fixed only in very few countries.

In the countries whose replies refer to public nursery-infant mistresses, the salaries of such teachers are generally lower than those of their primary colleagues. Such appears to be the case in, for example, Austria, Belgium, Israel, Luxemburg, and Switzerland (Basel-City, Geneva).

In a few instances nursery-infant mistresses receive higher salaries than their primary colleagues. In Australia (New South Wales), for example, subject mistresses of infant sections are better paid than the ordinary primary teachers. This may be because they are considered as being in charge of such sections.

In yet other cases nursery-infant mistresses are on the same salary scale as their primary colleagues.

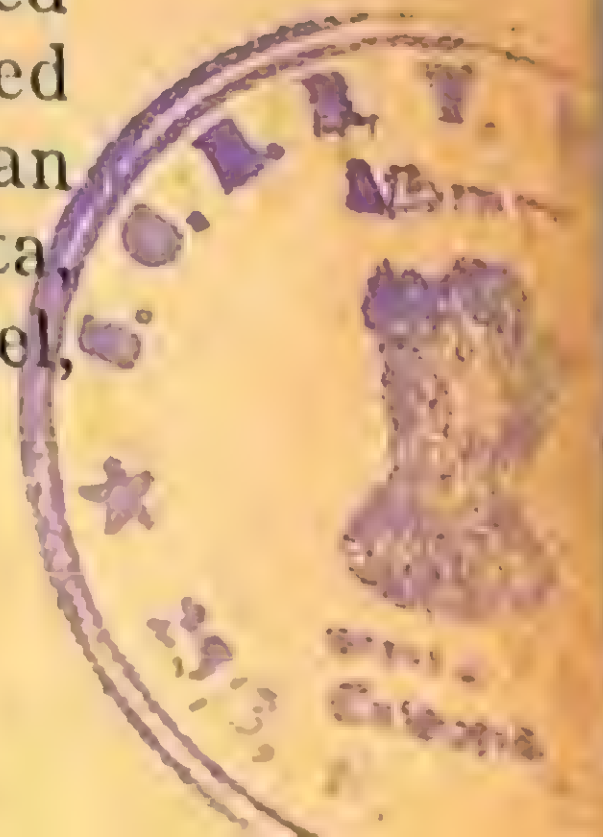
### *Special School and Senior Primary Teachers' Salaries*

In most of the countries where special schools exist for handicapped children, the teachers for such schools are required to be specially trained and qualified. They are therefore generally on a higher salary scale than ordinary primary teachers. This is the case in Australia, Canada (Alberta, Ontario), Czechoslovakia, France, German Federal Republic, Israel,

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Mexico, Netherlands, Portugal, Spain, Switzerland (Basel-City, Geneva, Neuchâtel), Union of South Africa, United Kingdom, and Uruguay.

In a few cases they are on the same salary scale as ordinary primary teachers.

This is the case, for example, in Bulgaria.

Similarly, according to those replies which refer to the point, senior primary (continuation class, etc.) teachers receive higher salaries than primary teachers.

This is true, for instance, of Austria, Canada (Ontario), Denmark, Ecuador, France, German Federal Republic, Haiti, India, Luxemburg, Netherlands, Spain, Switzerland (Basel-City, Bern, Geneva, Neuchâtel), and Uruguay.

When special school and senior primary teachers have their own salary scales, such scales generally have the same characteristics as those of ordinary primary teachers. Frequently the basic salary of special school and senior primary teachers is the same as that of ordinary primary teachers, but with supplements varying in amount according to different criteria. In Israel, for instance, special school teachers receive an ordinary primary teacher's salary plus a supplement of 10% to 20% of basic salary. The position is similar in Ecuador, except that the supplement amounts to 30% of basic salary.

In some countries special school and senior primary teachers are on the same scale or are entitled to the same supplements. In Austria, for example, both categories receive the ordinary primary teacher's salary plus a supplement amounting to 360 schillings (up to ten years' service), 540 schillings (eleven to twenty-two years' service), or 720 schillings (over twenty-two years' service), per annum.

### *Headmasters' and Headmistresses Salaries*

There appear to be three categories of primary headmasters. The commonest category, found in most schools of any size, is the headmaster responsible only for administration. The second category is the headmaster of a multiple-teacher school who has both administrative and teaching duties. The third category is the teacher in a one-teacher school who is responsible for the teaching and the administration.

Primary headmasters usually receive higher salaries than primary teachers.

In most cases primary headmasters receive an ordinary primary teacher's salary plus a headship supplement. Such is the position in, for example, Argentina, Austria, Belgium, Canada (British Columbia, Newfoundland, Prince Edward Island, Quebec), Cuba, Czechoslovakia, Ecuador, Ireland, Israel, Portugal, Salvador, Syria, United Kingdom (England and Wales, Scotland), and Vietnam.

The way in which headship supplements are calculated varies from one country to another. They are sometimes fixed amounts, but are more frequently sums varying in amount according to size of locality or school, etc.

In Canada (British Columbia), for example, headmasters receive the ordinary primary teacher's salary plus an allowance varying in amount with the number of teachers under them.



In Ireland and the United Kingdom (Scotland), the supplement payable to a headmaster depends on the number of enrolments at his school.

In the United Kingdom (England and Wales), the headteacher allowance varies in amount according to a total of "units" based on the age and number of the pupils.

In Czechoslovakia, the supplement for headmasters varies in amount according to the number of classes.

Wherever headmasters have separate salary scales, such scales generally have the same characteristics as the ordinary primary teachers' salary scales. This is the case, for example, in France, where headmasters have five salary scales based on five groupings according to number of classes, each scale having eight grades like the primary teachers' scale.

In some countries special school and senior primary headmasters enjoy a higher salary or headship allowance than ordinary primary headmasters. In Austria, for instance, a senior primary headmaster receives a supplement of 180 schillings a year, whereas his primary school counterpart receives only 360 schillings.

In Argentina, headmasters of open-air schools and schools for backward children receive more salary than ordinary primary headmasters.

### *Pupil-teachers and Probationers' Salaries*

In regard to the question as to whether pupil-teachers and probationers are paid for the work they do, it is to be noted that they receive salaries in the following countries: Afghanistan, Australia, Cambodia, Ceylon, Denmark, France, German Federal Republic, Haiti, Italy, Laos, New Zealand, Norway, Switzerland (Basel-City, Geneva), Union of South Africa.

In some of these countries (Cambodia, France and Italy, for example), pupil-teachers and probationers are on the first grade of the ordinary primary teachers' salary scale.

In some cases the amount of pupil-teachers' and probationers' salary varies according to fixed criteria. In the German Federal Republic, for instance, unmarried probationers receive DM 2520 per annum in their first two years of service, and DM 2660 in and after the third year. Married probationers receive DM 2800 per annum in and after the third year. In and after their seventh year of service, if their appointments have not been made permanent, probationers receive the same salary as permanently appointed teachers.

In Denmark, pupil-teachers, teachers engaged by the hour, and qualified supply teachers receive 90% of the basic salary of the post they occupy.

In Haiti, pupil-teachers at the men's normal school receive a salary of 100 gourdes per month, and those at the women's normal school a salary of 90 gourdes.

In New Zealand, training college students receive an allowance of between £210 and £325 per annum, if under twenty-one years of age, and between £395 and £425 (men) or £300 and £325 (women), if over that age. Men and women probationary assistants receive £325 per annum, if under twenty-one years of age, and the men receive £425 per annum, if over that age. A married man receives £47½ per annum in addition to these rates.

In the Union of South Africa, student teachers receive no salary, but probationers receive the commencing salary of the primary teachers' scale.

In Vietnam, pupil-teachers receive free board and lodging or an allowance in lieu.

In the United Kingdom (England and Wales), the employment of student teachers has been virtually discontinued, as it is held to be against both their and the children's interests. The first year of service of a qualified teacher, it is interesting to note, is regarded as a probationary year, but unless he is declared unsuitable for further employment at the end of the year, his salary is not affected.

#### DISTRIBUTION OF PRIMARY TEACHERS BY SALARY GRADE

In order to form some idea of the material standard of life of any given group of teachers, it is necessary to know, not only their salary scale and its grades and minima and maxima, but also what proportion of the group is to be found at each grade.

Very few of the countries replying to the present inquiry give data on the distribution of primary teachers by salary grade, and any general survey of the point is thus impossible. Those few countries are Afghanistan, Belgium, Cambodia, Canada (Prince Edward Island), Colombia, Dominican Republic, Ecuador, Finland, France, German Federal Republic, Japan, Laos, New Zealand, Pakistan (Punjab), Panama, Persia, Spain, Sweden, Switzerland (Geneva, Ticino), Syria, and Union of South Africa.

Theoretically, countries would appear to fall in this connection into four categories: (a) countries where the majority of primary teachers are in the lower salary grades; (b) countries where the majority are in the middle grades; (c) countries where the majority are in the higher grades; (d) countries where primary teachers are distributed more or less evenly among all the grades.

The following two tables will serve as illustrations, giving the distribution (1952) by salary of local public teachers in Japan, and the distribution (1st January, 1952) by salary grade of primary staff in France:

#### JAPAN: DISTRIBUTION OF LOCAL PUBLIC TEACHERS BY SALARY (1952)

Monthly Salary	No. of Teachers	Percentage
4,000- 6,000 yens	26,775	8.35
6,000- 8,000 yens	96,869	30.20
8,000-10,000 yens	70,058	21.84
10,000-12,000 yens	39,221	12.23
12,000-14,000 yens	19,837	6.18
14,000-16,000 yens	20,307	6.33
16,000-18,000 yens	22,829	7.12
18,000-20,000 yens	13,872	4.32
20,000-22,000 yens	6,383	1.99
22,000-24,000 yens	3,673	1.14
24,000-26,000 yens	783	0.24
26,000-28,000 yens	209	0.06
		100.00



FRANCE : DISTRIBUTION OF PRIMARY STAFF BY SALARY GRADE  
(1st JAN., 1952)

Grade	No. of Teachers	Percentage
Hors classe (highest) . . . . .	31,598	20.26
First class . . . . .	20,607	13.21
Second class . . . . .	25,211	16.17
Third class . . . . .	23,568	15.12
Fourth class . . . . .	23,759	15.24
Fifth class . . . . .	18,145	11.63
Sixth class . . . . .	11,860	7.60
Supply . . . . .	1,194	0.77
		<hr/> 100.00

## II. — ALLOWANCES

In the majority of the countries replying to the present inquiry, primary teachers receive allowances in addition to their basic salary and often enjoy certain special privileges. Such allowances in some cases count as part of pensionable salary, and are usually paid by the salary-paying authority. No rigid classification of allowances and special privileges is possible, but they come roughly under the headings of cost-of-living allowances, residence allowances, lodging allowances or bonuses, family allowances, travelling allowances and facilities, and other allowances and privileges, and will be considered in that order.

### *Cost-of-living Allowances*

Reference is made in very many of the replies to the present inquiry of allowances granted to meet changes in the cost-of-living. The various criteria by which their amount is calculated include amount of salary, changes in a price index, the cost-of-living in a given locality, sex, and size of family.

Cost-of-living allowances are frequently expressed as percentages of salary. Such percentages may be quite high, especially if salary scales have not been adjusted to a rising cost of living, and sometimes vary in amount directly, sometimes inversely, with a rise in salary.

In Austria, for example, the cost-of-living allowance amounts at the present time to 270% of salary, and in Pakistan (Punjab) it generally amounts to 40% of salary.

The canton of Neuchâtel in Switzerland provides an example, of cost-of-living allowances varying in amount according to changes in a price index. Such an allowance has been granted in Neuchâtel since 1941. Its amount is revised when the retail price index, as estimated by the federal department of national economy, rises or falls by a minimum of five points.

In some instances the cost-of-living allowance granted in a given country varies in amount according to locality. In Indonesia, for example, the cost-of-living allowance is expressed as a total of certain percentages of salary, and these percentages vary according to which of twelve areas a teacher is living in. A married teacher living in area I and earning 300 rupees a month, thus receives as his cost-of-living allowance Rs. 30 (i.e.,

30% of the first Rs. 100 of his salary) plus Rs. 25 (25% of the second Rs. 100) plus Rs. 20 (20% of the third Rs. 100), making a total of Rs. 75 a month. A teacher living in area IX (Djakarta, the capital, is included in this area), on the other hand, earning the same salary, will receive as his cost-of-living allowance Rs. 129 (=129%) plus Rs. 124 (=124%) plus Rs. 119 (=119%), making a total of Rs. 372. A complete list of the percentages for the twelve areas is given in the reply from Indonesia.

In certain countries the cost-of-living allowance is differentiated on the basis of sex. In Victoria in Australia, for example, such allowance amounts to £336 a year for men and £293 for women.

Size of family may also be a factor affecting the amount of the cost-of-living allowance. In Egypt, for example, the cost-of-living allowance varies in amount in inverse ratio to salary, but in direct ratio to the number of children. In Italy, primary teachers receive a cost-of-living allowance varying between 15,000 and 50,000 liras a month according to size of family and number of inhabitants in the town. A bachelor, for instance, living in a small town, receives 15,000 liras a month, while a married teacher with ten children, living in a large town, receives 50,000 liras a month.

#### *Residence Allowances*

In some countries primary teachers are granted a residence allowance to compensate them for living in less favoured areas than their colleagues, as for example in isolated areas, frontier districts, or areas with an unhealthy climate.

Elsewhere an allowance going by the same name is granted to primary teachers living in one of the larger towns, and is difficult to distinguish from a cost-of-living allowance.

Reference to residence allowances is made in the replies from Afghanistan, Argentina, Australia, Belgium, Bulgaria, Canada (Alberta, British Columbia), Colombia, Cuba, Denmark, Ecuador, Egypt, France, Guatemala, Iraq, Israel, Japan, Laos, Mexico, Persia, Salvador, Spain, Sweden, Switzerland (Bern, Geneva, Neuchâtel, Ticino), Union of South Africa, United Kingdom, and Vietnam.

Residence allowances may be expressed as a fixed sum or a percentage of salary. Teachers in frontier areas in Bulgaria are considered as being on national service for forty-five days, and receive a residence allowance amounting to 5% of salary.

#### *Lodging Allowances and Bonuses*

In certain countries the authorities assume responsibility for lodging primary teachers and their families. In some cases living accommodation, generally attached to the school, is placed at their disposal either free of charge or, more often, in return for a small rent. In other cases they receive a lodging allowance.

Especially in rural areas, primary teachers often have a piece of land placed at their disposal in addition to living accommodation. In Cambodia, headmasters in the provinces are entitled to use part of the school grounds for cultivation. In Finland, teachers in rural primary schools receive accommodation (two or three rooms, kitchen, and usual offices), heating, lighting, half a hectare of cultivable land, and pasturage for one cow.



### *Family Allowances*

Primary teachers are granted family allowances in many of the countries replying to the present inquiry. Such allowances are generally proportional to the number of dependents. In most cases the latter term is taken to cover only children, but may also include the wife and other members of the family whom the teacher has to keep. The same amount may be payable for each of the dependents, or some differentiation may be made between them. Family allowances may be expressed in some cases as percentages of salary. When they are granted on the basis of children, they are generally limited to children under a certain age (sixteen to eighteen, according to country), and only extended to children beyond this age who are still studying (the age limit in this case is usually twenty-three or twenty-four) or who are invalids unable to earn their own living.

The reply from Luxemburg gives a number of interesting details in this connection. The term "dependent child" there covers (a) legitimate children, (b) legitimized children, (c) the wife's children for whose upbringing the teacher is responsible, (d) registered children born out of wedlock, (e) grandchildren for whose upbringing the teacher is responsible, and (f) children for whose upbringing the teacher has made himself permanently responsible.

Family allowances may vary in amount, not only with the number of children, but also with their age or position in the family.

In Australia, for example, primary teachers receive ten shillings a week for the third and each subsequent child. In Bulgaria, they receive 300 levas a month for the first child, 400 levas for the second, and 500 levas for each subsequent child. In the German Federal Republic, they are granted DM 25 a month for each child not over six years of age, DM 30 for each child not over fourteen years of age, and DM 35 for each child not over sixteen years of age (or not over twenty-four years of age if pursuing general or vocational studies for which he is receiving not more than DM 75 a month).

In granting family allowances account is sometimes taken of whether one or both parents are earning. Part of the family allowance in France, for example, consists of the "single source of income" allowance. In Belgium, an allowance "for the mother in the home" is granted to the wife of a primary teacher with one or more children receiving family allowance, if she remains at home and has no remunerative occupation.

As noted above, family allowances may be extended to cover dependents other than children. In Israel, for example, primary teachers receive an allowance of £1 3 to £1 4 a month for each person dependent on them. In Switzerland (Neuchâtel), both men and women teachers receive a family allowance, not only for each child under the age of eighteen (under twenty if still fully dependent), but also for each person dependent on them (i.e., father, mother, or an invalid child over twenty years of age).

### *Travelling Allowances and Facilities*

Primary teachers are entitled to repayment of travelling expenses and to reductions in fares in a number of the countries replying to the present inquiry.

Repayment of travelling expenses is generally granted on the occasion of a teacher's transfer, but in many cases only if such transfer arises by order of the authorities and not merely by request of the teacher himself. Repayment of travelling expenses is also granted in the event of a teacher being sent on mission.

Denmark is a fairly typical example of a country granting repayment of travelling expenses in the event of transfer. On being transferred to a new post certificated primary staff receive an allowance based on the regulations concerning government officials. A teacher transferred at his own request, receives an allowance before he moves, calculated on the basis of salary. If this allowance does not cover reasonable transfer expenses, he may receive an additional sum on presenting the invoices. He himself is in any case required to pay one-fifth of his transfer expenses (excluding fares for himself and his family). In the case of transfer occasioned through promotion, all transfer expenses are paid, and before the move is made the teacher receives an allowance amounting to 1% of annual salary, if he is single, and 2% if he is married. After the transfer has been effected, he may in addition receive an allowance covering loss of accommodation, to a maximum of 20% of pensionable salary plus cost-of-living allowance. He may also be granted an allowance if he is obliged to provide for two homes, one for himself at his new post, and one for his family where he previously worked. Transfer allowance is not payable if a teacher has had a transfer less than three years previously, unless such transfer was occasioned by promotion or by order of the authorities. In the case of a transfer which is by order of the school authorities but does not involve promotion, the teacher in addition to the allowances mentioned receives an allowance amounting to 3% of pensionable salary plus cost-of-living allowance, if he is single, 6% if he is married, and 1% if he is under twenty-five years of age. A teacher who has to move on retirement is granted an allowance amounting to 25% of the sums retained each year on his salary. A similar allowance is made to the widow of a teacher.

Examples of countries where repayment of travelling expenses is not granted unless the transfer concerned is made on the initiative of the authorities, are Argentina, Australia, German Federal Republic, Israel, Italy, Spain, Sweden, and Syria.

Primary teachers are granted reductions in fares permanently or occasionally in a number of countries. In Honduras, for example, they are entitled to half fare for transport. In Italy, they have a 50% reduction on railway fares for themselves, wife and dependent children. In Syria, they are given special cards entitling them to reduced fares for urban transport. In Thailand, teachers who are members of the Guru Sabha Teachers' Institute travel at half price by rail for all journeys.

In many cases teachers are granted fare reductions only once or twice a year, generally at holiday times. Such is the position in, for instance, Canada (Ontario, Quebec), Ceylon, Colombia, Pakistan (Baluchistan, Karachi Federal Territory), Thailand, and the Union of South Africa.

In addition to repayment of travelling expenses, teachers sent on mission often receive an allowance for living expenses.



*Other Allowances and Privileges*

Primary teachers in some cases receive supplementary allowances if they hold certain qualifications. This is the case in, for example, Belgium, Canada (Quebec), Ireland, Luxemburg, New Zealand, and the United Kingdom (England and Wales). In Cambodia, primary education officials receive an annual educational bonus.

Supplementary allowances are also often granted for special knowledge or the performance of certain tasks. In Sweden, for example, primary teachers residing in certain areas of the northern part of the country receive an allowance for their knowledge of languages. In Switzerland (Geneva), teachers with a teacher-in-training attending their class receive an allowance of 2½ Swiss francs per half day. In some countries a supplementary allowance is granted for additional work in evening classes.

In the United Kingdom (England and Wales), regional funds called "Area Pools" are provided at the rate of four shillings for each registered pupil in schools maintained by the local education authority, in order to meet the particular needs of a school, and out of which the authority may make special allowances for the purpose of (a) supplementing allowances to assistant teachers where the authority considers the amount provided by the ordinary formula to be insufficient to meet the needs of the school, (b) making special allowances to assistant teachers in special schools, (c) paying a special allowance to mitigate or prevent hardship to an assistant teacher whose post is lost, or whose salary is diminished, as a result of the reorganisation or closure of a school, and (d) paying a special allowance (over and above the remuneration otherwise payable) to a head teacher where the authority consider that his salary is not adequate having regard to the duties and responsibilities involved, and in cases of hardship. An allowance granted to an assistant teacher may not be less than £40 a year.

Primary teachers are in some cases granted allowances on certain special occasions. They receive allowances, for example, for expenses incurred through the birth of their children, in Czechoslovakia and the German Federal Republic, and through their marriage, in Czechoslovakia and Ireland. In the event of their death, their heirs receive an allowance towards the funeral expenses in, for example, Belgium, Czechoslovakia, German Federal Republic, and Sweden.

Provision for assisting teachers who wish to pursue their studies or to obtain degrees is made in, for instance, Argentina, Australia, France, Italy, Japan, and Switzerland (Geneva). In Iceland, after ten years' service, primary teachers may obtain study leave on full pay for one year. In some cases scholarships and travelling grants are also provided.

Primary teachers may also be granted certain dispensations or exemptions. In Afghanistan, for example, they are exempt from military service. In Spain, in the municipalities, they are exempt from payment of all forms of personal taxes. In France, they are entitled, among other things, to free postage for correspondence with the education authorities.

In some countries the children of primary teachers enjoy special educational facilities in the form of, for example, exemption from fees, scholarships, and priority in regard to admission to certain schools. Details of such privileges are given in the replies from, among others, Bulgaria,

INDIA	Retirement for central and state government teachers at 55. Pension equals years of service (to a maximum of thirty) multiplied by average salary for last three years and divided by eighty.
INDONESIA	Retirement at 55 and after from twenty to thirty years' service. Pension equals 46% of average salary for last three years. Contributions of 2% of salary.
IRAQ	Retirement at 55 after thirty years' service. Option of remaining in service until 60 (or 63 in certain cases, and of retiring on reduced pension after twenty-five years' service. Disability pension after not less than fifteen years' service. Contributions of 6.25% of salary after first eighteen months' service.
IRELAND	Retirement at 60 or over, or at 55 after a minimum of thirty-five years' service, or at 50 on grounds of inefficiency. Pension equals years of service (to a maximum of forty) multiplied by salary (including certain allowances) and divided by eighty. No contributions.
ISRAEL	Half pension at 60 (time-table reduced by half), and full pension and retirement at 65. Full pension equals half last basic salary plus cost-of-living allowance. Contributions of 5% from teacher and an equal amount from government.
ITALY	Retirement after not less than nineteen years, six months and one day of service.
JAPAN	Retirement on lump sum after three years' service, on reduced pension at 40 after seventeen years' service, and on full pension at 50. For calculation of amount of full pension, see reply. Reduced pension amounts to 50% (40 to 45 years of age) or 70% (45 to 50 years of age) of full pension. Disability pension. Contributions of 2% of salary.
LAOS	Retirement on service pension at 55 after thirty years' service, and on reduced pension after twenty years' service. Service and reduced pensions equal number of years service multiplied by average salary for last three years and divided by sixty or seventy-five respectively. Lump sum in the event of disability, or a reduced pension after not less than twenty years' service. Contributions of 6% of salary.
LUXEMBURG	Conditions of retirement on pension varying according to age, length of service, and sex (see reply for details). Compulsory retirement at 65. No contributions.
MEXICO	Retirement at 55 after a minimum of fifteen years' service. Pension varies according to length of service. Retirement on pension equalling last salary in the event of disability. Contributions of 5.5% of salary.
NETHERLANDS	Retirement at 65 after a minimum of ten years' service. Pension equals 1.75% of average salary for the last three years multiplied by years of service (to a maximum of 70% of such average or 4800 florins, whichever is the less). Disability pension after not less than seven years' service equalling a minimum of 30% of average salary for last three years. Contributions of 2% of salary.



NEW ZEALAND	Retirement (men) at 65, or at 60 after forty years' service. Retirement (women) at 55 or after thirty years' service. For other options, see reply. Pension varies according to date of admission to fund. Disability pension. Contributions vary according to length of service.
NORWAY	Optional retirement at 67 (men) or 62 (women). Compulsory retirement at 70 (men) and 65 (women). Pension after thirty years' service equals roughly 66% of last salary. Contributions of 10% of salary.
PAKISTAN	Retirement and disability schemes vary according to province (see reply for details).
PANAMA	Retirement after twenty-eight years' service. Pension equals last salary. In the event of disability after twenty years' service, retirement on pension equalling last salary. Contributions of 8% of salary, shared equally by teacher and employer.
PERSIA	Optional retirement at 50, irrespective of years of service. Retirement at this age compulsory only if a minimum of twenty years' service is completed. Pension equals years of service multiplied by salary-and-allowances and divided by thirty.
PHILIPPINES	Optional retirement at 57 after thirty years' service. Compulsory retirement at 65 after not less than fifteen years' service. For varying amount of pension, see reply. In the event of disability, contributions refunded with 3% interest compounded monthly (under five years' service), or together with employer's contributions (under fifteen years' service), or normal retirement (fifteen years' service and over). Contributions of 1% of salary and a further percentage of 4% or 5% according to salary.
PORTUGAL	Retirement on full pension at 60 after forty years' service. Disability pension at 40 after fifteen years' service, or irrespective of age after ten years' service if disability arises in course of duty. Disability pension equals one thirty-sixth of salary for each year of service. Contributions of 4% of salary.
SALVADOR	Retirement at 60 (men) or 50 (women). Pension equals 80% of salary after twenty or twenty-five years' service, and 100% after thirty years. No contributions.
SPAIN	<i>Minimum insurance</i> : minimum of ten years' service required; no contributions. <i>Maximum insurance</i> : contributions of 5% of salary. <i>Provident fund</i> : contributions of 2% of salary. Retirement at 70 or 65 after twenty years' service, or after forty years' service. Pension equals 20% to 40% of salary (minimum insurance), or 40% to 80% of salary (maximum insurance). Disability pension of 50% of salary. Membership of provident fund increases pensions by 30% of salary.
SWEDEN	Retirement at 60, 63 or 65. Full pension after thirty years' service varying in amount according to salary class. Reduced pension, for retirement not more than five years before normal age or after less than thirty years' service, proportional to length of service. An annuity at 65 for teachers not entitled to pension. Service disability pension. All pensions now subject to a supplement. No contributions.



Cambodia, Colombia, Egypt, German Federal Republic, Israel, Laos, Pakistan (Baluchistan, Punjab, Sind), Persia, Portugal, Salvador, Spain, and Vietnam.

The table given in the following section indicates in broad outline the various allowances and facilities enjoyed by primary teachers in the countries replying to the present inquiry. The detailed presentation of them will, of course, be found in the replies themselves.

*TABLE OF MAIN ALLOWANCES AND FACILITIES  
GRANTED TO PRIMARY TEACHERS*

AFGHANISTAN	Food, residence, and transfer allowances. Exemption from military service.
ARGENTINA	Fixed cost-of-living allowance. Residence (frontier or difficult areas) allowance. Accommodation or allowance in lieu (for headmasters). Remissions of income tax (for family responsibilities). Replacement and transfer allowances. Facilities for studying.
AUSTRALIA	Cost-of-living allowance (higher for men than for women). Locality and transfer allowances. Excess board and rent allowance (in three states). Accommodation or allowance in lieu. Child endowment (in common with all citizens). Exemption from income tax (in some of the territories). Fees paid for a first university degree (in some states).
AUSTRIA	Cost-of-living allowance (270% of salary). Accommodation or allowance in lieu. Family allowance (for wife and each child). Service travelling allowance.
BELGIUM	Cost-of-living, accommodation, family, and maternity allowances. Holiday allowance, and supplementary holiday allowance for family. Allowance "for the mother in the home" (for teacher's wife with one or more children receiving family allowance). Qualifications and funeral expenses allowances.
BOLIVIA	Bonus (generally a minimum of 50% of salary). Travelling and cost-of-living allowances.
BRAZIL	Cost-of-living and family allowances.
BULGARIA	Cost-of-living allowance. Family allowance (for each child). Residence (frontier areas) allowance. Reduction three times a year of 30% on Bulgarian railways. Free tuition (for children).
BURMA	Cost-of-living allowance.
CAMBODIA	Educational bonus. Lodging allowance or (for inspectors and headmasters) free accommodation. Family allowance (for wife and each child). Transfer and service travelling allowances. Boarding and maintenance scholarships (for children).
CANADA	Divers allowances varying according to province (for details, see reply).
CEYLON	Cost-of-living allowance. Accommodation or allowance in lieu. Three sets a year of free railway warrants (for holidays).



COLOMBIA	Accommodation (where available). School meals at same price as pupils. Transfer allowance (in some provinces). Reduced holiday rates on national railways and air routes. Residence (hot or unhealthy areas) allowance. Preference in award of scholarships (for children).
CUBA	Residence allowance. Accommodation (where available).
CZECHOSLOVAKIA	Family allowance (proportional to number of children). Accommodation (where available) against payment of rent. Lump sums for marriage, births, and funeral expenses.
DENMARK	Cost-of-living allowance. Residence allowance (varying in amount according to size of commune). Accommodation and a garden, or an allowance in lieu (for rural school teachers). Transfer allowance.
ECUADOR	Residence (frontier and other areas) allowance. Family allowance (in some communes). Accommodation for family or allowance in lieu (in some communes). Transfer allowance.
EGYPT	Cost-of-living allowance (varying in amount inversely to salary and directly to number of children). Residence (isolated areas) allowance. Marriage allowance (for teachers below a certain salary). Priority in admission to all types of school (for children).
FINLAND	Cost-of-living allowance. Accommodation, heating, lighting, cultivable land, and pasturage, or allowances in lieu (in rural areas). Family allowance (for each child).
FRANCE	Residence allowance (varying in amount with salary, size of locality, and family responsibilities). Accommodation or allowance in lieu. Family allowance (consisting of single-source-of-income allowance and progressively graded allowances for children). Scholarships (for further study, travelling, and living abroad). Free postage (for correspondence with education authorities). Fees exemptions.
GERMAN FEDERAL REPUBLIC	Cost-of-living allowance (40%—23% in Berlin and Hamburg—of basic salary). Family allowance (varying in amount with age of each child). Lodging allowance (varying in amount with locality, salary, and number of children). Removal expenses (in event of service transfer). Special allowance if compelled to live separated from family. Service travelling allowance. Expenses allowance (birth, illness, death). Financial difficulties allowance. Travelling allowance (studies). Children's education subsidy.
GUATEMALA	Residence (unhealthy areas) allowance.
HAITI	Accommodation (where available, for headmasters and headmistresses).
HONDURAS	Subsidy towards children's education. Half fare for transport. Transfer allowance.
ICELAND	Cost-of-living allowance (53% of salary). Accommodation (where available) against low rent.
INDIA	Cost-of-living allowance (payable in all states except Jammu and Kashmir, and varying in amount according to state).



INDONESIA	Cost-of-living allowance (varying in amount according to salary, locality, and marital status). Family allowance (varying in amount according to salary, number of children, and locality).
IRAQ	Cost-of-living allowance (100% of basic salary for first salary grade, less for subsequent grades). Family allowance. Residence (isolated and unhealthy areas) allowance.
IRELAND	Accommodation or allowance in lieu (for married men teachers and, conditionally, widowed women teachers). Lump sum on marriage (men teachers). Annual bonuses (for special qualifications). Family allowance (for third and each subsequent child).
ISRAEL	Cost-of-living and family (each dependent) allowances. Special facilities (isolated posts). Transfer allowance. Half fees (for children attending intermediate schools).
ITALY	Cost-of-living allowance (varying in amount according to size of family and of local population). Allowances for special work and for studies. Attendance and transfer allowances. Half fares on railways (for themselves, wife, and dependent children).
JAPAN	Family allowance. Service allowance (varying in amount with local cost-of-living). Day-duty and night-duty allowances. Semi-annual allowances. Residence (isolated and other areas), lodging, and research allowances.
LAOS	Residence and family allowances. Educational bonuses. Service transfer allowance. Free schooling, half fees for books, occasionally scholarships (for children).
LUXEMBURG	Household allowance (varying in amount according to basic salary, domicile, and marital status). Accommodation (in some communes) against a low rent. Annual bonuses (for special qualifications).
MEXICO	Cost-of-living, residence (unhealthy areas), and transfer allowances.
MONACO	Free accommodation.
NETHERLANDS	Family allowance (for each dependent child).
NEW ZEALAND	Family, special qualifications, and relieving and ordinary service transfer allowances.
NORWAY	Cost-of-living and travelling allowances.
PAKISTAN	Cost-of-living allowance. Divers allowances (varying according to province; for details, see reply).
PERSIA	Residence, transport, and family (each child) allowances (for teachers working in unhealthy or isolated areas). Study allowances and fees exemptions (after ten years' service, for children).
PHILIPPINES	Travelling and daily expenses allowance. Accommodation (where available, at farm schools).
PORTUGAL	Accommodation (where available) against a low rent. Family allowance.



SALVADOR	Residence (unhealthy areas) allowance. Accommodation (for headmasters). Preferential treatment (for children) in award of certain scholarships.
SPAIN	Accommodation or allowance in lieu. Residence allowance (in certain areas). Family allowance (varying in amount with number of dependent children). Exemption from all personal taxes (in the municipalities). Free schooling (for children). Service transfer allowance.
SWEDEN	Sliding supplement (now 53 % of salary). Residence and languages allowances (for teachers in certain cold, northern areas). Accommodation (where available) against rent. Transfer and funeral expenses allowances.
SWITZERLAND	Cost-of-living allowance. Divers allowances (varying according to canton ; see reply for details).
SYRIA	Cost-of-living, family, and transfer allowances. Reduced charges (cinemas and urban transport).
THAILAND	Lodging allowance (for teachers stationed away from home town ; 15 % of salary). Accommodation (where available). Transfer allowance. Half fare on railways (for certain teachers).
UNION OF SOUTH AFRICA	Cost-of-living allowance (varying in amount according to marital status). Residence (certain towns and unhealthy areas) allowance. Accommodation (where available). Reduction of rail fares (once a year).
UNITED KINGDOM	<i>England and Wales :</i> Residence (London) and special qualifications allowances. <i>Scotland :</i> Residence (isolated areas) allowance. Accommodation (where available) against rent.
UNITED STATES	Cost-of-living and family allowances (in some states).
URUGUAY	Lodging allowance (for teachers in charge of an urban or rural primary school). Family allowance (for women teachers with children). Transfer allowance. Fare reductions.
VIETNAM	Residence and family allowances (varying in amount with size of family). Accommodation (where available). Educational bonuses. Service transfer allowance. Fees exemption (for children attending secondary establishments).

### III. — ADDITIONAL SALARIED ACTIVITIES

The salaried activities which public primary teachers are authorized to take up in addition to their ordinary teaching work may be considered under three headings: additional activities of an official, educational character, those of an official, non-educational character, and those of a private character. The authorization to assume additional activities is, of course, always conditional on such activities being prejudicial neither to the satisfactory accomplishment of the teachers' ordinary work nor to their good name with their pupils and the general public.



### *Official Educational Activities*

The most frequently authorized additional official activities are *those of an educational nature*, and include work in connection with evening and continuation classes, literacy campaigns, and vacation courses. Such activities do not appear to be authorized, however, in, among others, Burma, Ceylon, Cuba, Ecuador, Guatemala, Haiti, India, Pakistan (Baluchistan, East Bengal, North West Frontier Province), Philippines, and Syria.

Of the conditions on which authorization to take up additional activities is given, reference has already been made to two, namely that such activities should not adversely affect either the teachers' ordinary work or their good name. Another such condition is one to be found, for example, in Argentina, where the combined salary that teachers earn with their ordinary and additional activities may not exceed a certain maximum. In Austria, teachers are required to inform the authorities before taking up any additional salaried activity lasting over four weeks. In Cambodia, teachers are entitled to take on additional work in connection with, for example, evening classes and courses, but the authorities limit the size of such classes and courses in order that the privilege may not be abused. In Canada (Newfoundland), teachers may take evening classes, but not more than twice a week.

### *Official Non-educational Activities*

Authorization to take up additional activities of an official but non-educational kind (town clerk, registrar, justice of the peace, and so on), is given in some countries and withheld in others. Wherever such activities are allowed, this is always a matter subject to the prior approval of the education authorities.

Similar differences between one country and another exist in connection with the election of primary teachers to public bodies of various kinds. In some countries teachers thus elected are given leave of absence and retain all the rights (including right to promotion by seniority) attached to their teaching post, while in others their mere acceptance of election is taken automatically to signify their resignation.

The table below will give a broad picture of the position in this connection in each country, and the details of that position will be found in the individual replies.

### *Private Additional Activities*

The private additional activities that primary teachers are permitted to take up may be of an educational or a non-educational kind.

The replies from the various countries indicate that primary teachers are frequently, although not invariably, permitted to take up private additional activities of an educational nature which do not interfere with their ordinary duties. In some countries they are automatically entitled to do so, while in others they must obtain prior approval. The latter position holds in, for example, Austria, Ceylon, Egypt, German Federal Republic, India, Italy, New Zealand, Pakistan (East Bengal,



Karachi Federal Territory, North West Frontier Province), Philippines, and Union of South Africa.

The private educational activities most commonly authorized include private lessons and, subject in some countries to special regulations, the writing of textbooks.

In Argentina, for instance, regulations exist authorizing primary teachers to write textbooks, but stipulating that the use of textbooks may not be made compulsory and that any textbook written by a senior official may not be used within the area of his jurisdiction.

In Burma, primary teachers are permitted to write textbooks with the sanction of the competent authority, but must sell the copyright of them outright and not retain any interest in their sale.

In Ceylon, too, primary teachers are permitted to write textbooks, but must sell the copyright outright to a publisher.

Additional private activities of a non-educational kind are permitted in some countries. In some cases this authorization includes commercial activities, in others (Ceylon, Egypt, France, Iceland, Japan, Netherlands, and Vietnam, for example) it does not.

#### *PRIMARY TEACHERS' RIGHTS REGARDING ADDITIONAL SALARIED ACTIVITIES*

AFGHANISTAN	Official activities, educational and non-educational, and private activities are authorized out of school hours.
ARGENTINA	Official non-educational activities and private activities are authorized, provided they do not conflict with the teachers' ordinary time-table or prejudice the good name of the teaching profession, and that combined salary does not exceed a certain maximum.
AUSTRALIA	All additional salaried activities are forbidden without written permission from the employing authority.
AUSTRIA	Official and private activities authorized, subject to informing the authorities. Election to national or <i>Land</i> parliament authorized with retention of full pay.
BELGIUM	In principle official additional activities are not authorized, evening classes and certain communal activities excepted. No regulations regarding private salaried activities.
BOLIVIA	Certain official educational activities (evening and continuation classes) and private activities (journalism, private lessons, etc.) authorized, provided they do not conflict with ordinary teaching hours.
BRAZIL	Official educational activities (evening classes, etc.), official non-educational activities, and private activities authorized, provided they do not interfere with the teachers' ordinary work.
BULGARIA	Official non-educational activities (member or treasurer of a cooperative committee, member of a people's committee or parliament) and writing textbooks authorized.



BURMA	Official activities forbidden. Writing textbooks and private tuition authorized by sanction of competent authorities.
CAMBODIA	Official educational and non-educational activities authorized, and also, subject to prior approval, publication of textbooks. Commercial representation allowed only exceptionally.
CANADA	Official educational activities (for example evening classes) authorized, and also official non-educational activities (except in Newfoundland). No regulations as a rule concerning additional salaried activities of a private character.
CEYLON	Official and commercial activities forbidden. Private tuition and writing textbooks authorized with special permission.
Colombia	Additional salaried activities authorized provided they do not interfere with ordinary work.
CUBA	Additional official activities forbidden. Private activities (private tuition, writing textbooks, commercial representation) allowed provided they do not interfere with ordinary work.
CZECHOSLOVAKIA	Official educational and non-educational activities authorized and encouraged.
DENMARK	Official educational and non-educational activities authorized, and, provided they do not prejudice ordinary work, private activities.
DOMINICAN REPUBLIC	Official educational and non-educational activities and private activities authorized.
ECUADOR	Additional official activities, except service as deputy or senator, forbidden. Private salaried activities authorized, provided they do not prejudice ordinary work.
EGYPT	Official and private educational activities (evening classes, education of backward children, and, subject to special authorization, private tuition) authorized. Municipal, legislative and commercial activities forbidden.
FINLAND	Political activities (member of parliament) authorized. Private activities subject to special permission.
FRANCE	Official educational activities and official non-educational activities (town clerk, member of parliament) authorized. Private activities, except private tuition and publishing textbooks, forbidden.
GERMAN FEDERAL REPUBLIC	Permission of authorities required for additional official educational activities and private activities. Official administrative activities forbidden. Permission not required to become member of <i>Land</i> parliament or communal council or for scientific research or writing.
GUATEMALA	Official educational or non-educational (administrative) activities forbidden. Additional private activities authorized.
HAITI	Official educational activities forbidden. Official non-educational, administrative activities (town clerk) and private activities authorized, provided ordinary work does not suffer.



HONDURAS	Official and private educational activities (private tuition, publication of textbooks) authorized, provided they do not prejudice ordinary work.
ICELAND	Official educational activities (continuation classes) authorized, and also, provided it does not prejudice ordinary work, any other additional salaried activity.
INDIA	Additional official activities forbidden. Permission granted for private educational activities (private tuition, publishing textbooks).
INDONESIA	Official educational activities and private activities authorized.
IRAQ	Additional salaried activities regarding literacy campaign required.
IRELAND	Official administrative and political activities authorized. Any interest in sale of spirituous liquors forbidden.
ISRAEL	Official and private educational activities (evening and continuation classes, publishing textbooks, literary and artistic activities) authorized, except private tuition, which in principle, if not always in practice, is forbidden.
ITALY	Official educational activities (evening, continuation and prison classes) authorized. Political posts involve prior resignation. Private educational activities (private tuition, publishing textbooks) authorized; other additional private salaried activities subject to inspector's approval.
JAPAN	Official educational and, subject to supervisor's approval, private educational activities authorized. Official and private non-educational activities as a rule not authorized.
LAOS	Official educational activities and private educational activities (private tuition, publishing textbooks) authorized. Commercial representation forbidden.
LUXEMBURG	Government permission required for any additional employment, trade or profession. Teaching continuation classes, private tuition, and publishing textbooks authorized.
MEXICO	Additional official and private salaried activities authorized, candidature at elections excepted.
MONACO	Private tuition authorized.
NETHERLANDS	No regulations concerning additional official educational activities. Membership of municipal council or parliament involves resignation. Commercial and other private non-educational activities forbidden.
NEW ZEALAND	Official educational activities (evening continuation classes) authorized. Special permission required for official non-educational (administrative) activities and private activities.
NORWAY	Any official or private additional salaried activity authorized, provided it does not prejudice ordinary work.
PAKISTAN	Position varies according to province (see reply for details).



SWITZERLAND	Retirement and disability schemes varying according to canton (for details see reply).
SYRIA	Compulsory retirement at 60. Optional retirement on full pension after thirty years' service, or on reduced pension after twenty-five years' service. Pension generally equals years of service multiplied by average salary for last five years and divided by sixty. Specially favourable terms for service disability pension. Contributions of 7% of salary.
THAILAND	Lump sum on retirement after less than fifteen years' service equalling years of service multiplied by last monthly salary. Pension on retirement after over fifteen years' service equalling years of service multiplied by last salary and divided by sixty. No contributions.
UNION OF SOUTH AFRICA	Retirement at 60 (men) or 55 (women). Monthly pension equals years of service multiplied by average annual salary for last seven years and divided by seven hundred and twenty. Contributions varying according to sex and age on admission to fund.
UNITED KINGDOM	Retirement at 60 usually after thirty years' service, on pension together with a lump sum. Normal pension for disability after not less than ten years' service, otherwise a lump sum. Contributions of 10% of salary, shared equally by teacher and employer.
UNITED STATES	Retirement and disability pension schemes vary according to state (see reply for details).
URUGUAY	Retirement after twenty-five years' service (men) or a minimum of ten and a maximum of twenty years' service (women teachers with children, and disabled teachers). Pensions equal 50% of salary. Contributions of 10% of salary.
VIETNAM	Retirement at 55 after thirty years' service. Contributions of 6% of salary from teacher and 5% from employer.

### ILLNESS

Practically all the replies to the present inquiry refer to the possibility for primary teachers of obtaining leave in the event of their falling ill. The maximum of absence from duty without loss of privileges and employment varies from one country to another, but an invariable condition is the presentation of a medical certificate signed by some recognised medical authority.

In some countries teachers are entitled to a maximum of so many days of sick leave per annum, sometimes cumulative from one year to another up to a certain maximum. In other cases such maximum varies according to the type of illness. In a few cases it is directly proportional to length of service. In one or two countries no limit appears to be set to the amount of sick leave to which teachers are entitled.

Procedure with regard to payment of salary during sick leave is very variable. The commonest practice is for teachers to receive full pay for a certain period, thereafter reduced pay for a certain period, and thereafter, in some cases, leave without pay for a certain period.



If at the end of a certain lapse of time the teacher is still unable to resume his duties, he is usually dismissed the service with or without (according to his length of service) retirement or permanent disability pension. Some of the replies give full details of the procedure adopted in the case of disability, and it is of interest to note that a distinction is sometimes made between illnesses of short duration and those of long duration.

Only exceptionally are public primary teachers required to pay special subscriptions for the right to sick leave, as it generally forms part of the retirement pension scheme or is a right which they enjoy without subscription.

In addition to sick leave, with or without pay, certain replies refer to a lump sum in the event of illness or, more often, a grant or allowance towards medical, pharmaceutical, hospital and other expenses incurred. These replies do not always indicate the amount of such assistance, but in some countries it covers all the expenses incurred, including those of convalescence.

Maternity leave is granted in many countries, generally on full pay, and lasting according to country from two to six months. A special grant or allowance may also be made in some cases.

A summary will be found in the following table of the provision made for illness and maternity in each of the countries replying to the present inquiry.

#### SICK LEAVE, MATERNITY LEAVE, AND ALLOWANCES

AFGHANISTAN	Sick leave of one month on full pay and five months on half pay each year. Retirement on pension after six months. No contributions.
ARGENTINA	Ordinary sick leave of forty-five days a year on full pay Special sick leave of up to two years on pension. Maternity leave of twelve weeks.
AUSTRALIA	Sick leave, varying from state to state, is generally a matter of fourteen days a year, cumulative up to six months, on full pay, thereafter a further period on half pay, and sometimes a further period on one-third pay. Pay in some cases supplemented from contributory funds.
AUSTRIA	<i>Teacher-officials.</i> Compulsorily insured against illness from beginning of service. Contributions of 4.4% of salary, shared equally by teacher and employer. <i>Teachers on contract.</i> Entitled, after paying six monthly contributions, to sick leave of six weeks to six months, according to length of service, on full pay, thereafter similar period on half pay, and thereafter sickness benefit from insurance fund to maximum of 75% of salary. Contributions of 7.5% to 9.25% of salary, shared equally by teacher and employer.
BELGIUM	Sick leave of three, four or six months, according to length of service, on full pay (teacher must pay one-tenth of salary of his replacement), thereafter one year on reserve list on reduced pay, and thereafter premature retirement on pension. Maternity leave of two months on full pay.



PANAMA	All additional salaried activities authorized, provided they do not conflict with ordinary working hours or prejudice good name of teaching profession.
PERSIA	Official educational activities (adult and evening classes) and private educational activities (private tuition, publishing textbooks) authorized. Official non-educational activities forbidden.
PHILIPPINES	Additional official educational activities forbidden. Certain official non-educational activities (poll clerk, etc.) authorized. Permission required for private activities.
PORTUGAL	Official educational activities (evening classes) authorized, and also official non-educational activities (justice of the peace, registrar, and, provided no additional salary is paid, member of parliament). Private activities (private tuition and writing textbooks excepted) subject to special permission.
SALVADOR	Official educational activities authorized. Official non-educational activities forbidden. Private tuition allowed outside school hours.
SPAIN	Official educational activities (introductory vocational, adult and evening classes, etc.) and official non-educational activities (political, administrative) authorized. Special permission required for private tuition. Other private activities authorized.
SWEDEN	Approval of king and parliament required for additional official posts. Private activities authorized.
SWITZERLAND	Position varies according to canton (see reply for details).
SYRIA	Additional official activities, educational and non-educational, and private activities, forbidden.
THAILAND	Additional official educational activities authorized. Official non-educational activities forbidden. Private educational activities (private tuition, publishing textbooks) authorized.
UNION OF SOUTH AFRICA	Approval required for additional official educational activities. Political activities forbidden. Certain communal and other activities of an administrative nature authorized. Approval required for private tuition and publishing textbooks.
UNITED KINGDOM	Position varies according to local education authority (see reply for details).
UNITED STATES	Additional official and private activities as a rule authorized.
URUGUAY	Additional official salaried activities, educational and non-educational, and private activities, authorized.
VIETNAM	Official educational activities authorized. Official non-educational (administrative and non-administrative) activities forbidden. Commercial and other private non-educational activities forbidden. Private educational activities (private tuition, writing textbooks, journalism) authorized.



## IV. — HOURS AND HOLIDAYS

## HOURS

In the countries replying to the present inquiry, the number of hours of teaching or attendance required per week of primary teaching staffs is as follows :

Country	Hours per Week	Country	Hours per Week
Afghanistan	26	Laos	30
Argentina	25	Luxemburg	27
Australia	20 to 25 (according to class)	Mexico	30 to 42
Austria	21 to 30 (according to class)	Monaco	30 to 35
Belgium	25 (minimum)	Netherlands	26
Bolivia	28	New Zealand	20 to 25
Brazil	20 to 27	Norway	30 to 36 (according to class)
Bulgaria	23 to 26 (according to class)	Pakistan	16 to 27 (according to province)
Burma	20 (minimum)	Panama	36
Cambodia	30	Persia	24
Canada	23 to 30 (according to province)	Philippines	25
Ceylon	20 (minimum)	Portugal	28
Colombia	33 (minimum)	Salvador	34 to 36 (according to class)
Cuba	25	Spain	28
Czechoslovakia	24 to 26 (according to class)	Sweden	28 to 30
Denmark	36	<i>Switzerland :</i>	
Dominican Republic	17½ to 20 (according to school)	Basel-City	24 to 32 (according to school and length of service)
Ecuador	32	Bern	27 to 33
Egypt	24	Geneva	25 to 30 (according to class)
Finland	24 to 30 (according to class)	Neuchâtel	32 or 34 (maxima for women and men respectively)
France	30	Ticino	28 to 32 (according to class)
German Federal Republic	30 to 32	Syria	34
Guatemala	30 to 34	Union of South Africa	25
Haiti	22½	<i>United Kingdom :</i>	
Honduras	29 to 33	England & Wales	15 and 20 (minima for pupils under eight and over eight respectively)
India	20 to 25	Scotland	25 to 30
Indonesia	30 to 40 (according to class)	United States	According to locality
Iraq	32 (maximum)	Uruguay	20 (summer) and 25 (winter)
Ireland	20 (minimum)	Vietnam	27½
Israel	30		
Italy	25		
Japan	44		

The difference between the minimum and the maximum figure may depend, as indicated in the table, on the class grade, junior classes often having a shorter time-table than senior ones, although sometimes the opposite is the case.

The number of class hours may also vary according to the type of school or the locality ; in Canada (New Brunswick), for example, teachers in graded schools have twenty-five hours of attendance per week, while those in rural schools have thirty hours. In the German Federal Republic and in Denmark, teachers in charge of special classes have their hours of work reduced.

In certain instances, the age of the teacher counts when fixing the number of hours of attendance ; in Iceland for example, teachers under



sixty years of age have thirty-six forty-minute lessons a week, those under sixty-five have thirty such lessons, and those over sixty-five (provided they have no private lessons) have twenty-four. In Switzerland (Basel-City), the number of hours a teachers is expected to work is reduced somewhat when he reaches the age of fifty-one, and again at the beginning of his fifty-seventh year. The opposite is the case in the canton of Bern, also in Switzerland, where the maximum number of hours per week is twenty-seven during a teacher's first three years of service and thirty-three for the rest of the time.

Most of the countries have replied in the affirmative to the question as to whether teachers are obliged to be in school before the arrival of the pupils. This obligation is not always mentioned in the official regulations, but quite often individual schools have their own rulings on the subject or it is simply taken for granted that teachers will be present.

### HOLIDAYS

In practically all the countries replying to the present inquiry, public primary teachers enjoy fully paid holidays. In a few cases the privilege is based on certain conditions.

In Cuba, for example, teachers are entitled to fully paid holidays provided they have taught for not less than seventy-five days in the year.

In Ecuador, teachers who have been absent for some part of the school year receive during the two months of the long vacation one-tenth of their monthly rate of pay for each month they have taught during the year.

In Italy, teachers enjoy a fully paid summer holiday, but forfeit their daily attendance allowance during other holidays.

In Panama, teachers enjoy a fully paid long vacation provided they have been in continuous service during the school year.

In the Philippines, teachers receive a proportionally reduced salary if they have been absent during the year.

The criteria fixing the length of the working school year vary from one country to another. The following table gives a summary of the holidays to which public primary teachers are entitled in each of the countries replying to the present inquiry:

Country	Holidays per annum
AFGHANISTAN	Ordinary school holidays plus twenty day's casual leave.
ARGENTINA	Four months plus Sundays and public holidays.
AUSTRALIA	About ten weeks (up to a week more for some teachers in remote areas). Three months' long-service leave on full pay every ten years.
AUSTRIA	Eight weeks (summer), ten days (Christmas), ten days (Easter) plus public, national, and religious holidays and two days for mid-term.
BELGIUM	Schools are open for a minimum of four hundred half-days.
BOLIVIA	Two months and a half as a rule.

Country	Holidays per annum
BRAZIL	45 to 60 days (summer) and 15 to 30 days (winter), according to state. Weekly holidays (Sundays, or Sundays and Thursdays, according to state). Catholic and national holidays (6 days).
BULGARIA	Holidays in spring, summer and winter.
BURMA	Two months plus public holidays and a maximum of ten days' casual leave.
CAMBODIA	Schools are open for 180 to 185 days.
CANADA	<p><i>Alberta:</i> Schools are open 200 days.</p> <p><i>New Brunswick:</i> Eight weeks (summer), two weeks (Christmas), plus four commemoration days, Good Friday, and Monday and Tuesday following Easter. Weekly holidays (two days a week).</p> <p><i>Newfoundland:</i> Regular holidays plus twenty days' leave.</p> <p><i>Ontario:</i> Two months (summer), one week (Christmas), one week (Easter).</p> <p><i>Prince Edward Island:</i> Schools are open 200 days.</p> <p><i>Quebec:</i> Schools are open about 190 days, and during this period teachers are entitled to 8 days' leave.</p> <p><i>Saskatchewan:</i> Schools are open 200 days.</p>
CEYLON	Regular school vacations, weekly holidays (Saturdays and Sundays), public holidays, and fourteen (seven for teachers appointed after 24th April, 1933) days' casual leave.
COLOMBIA	Ninety-three days and usual weekly holidays.
CUBA	Thirteen weeks (long vacation), two weeks (Christmas), one week (Easter), and six days' public holiday.
CZECHOSLOVAKIA	Sixty-two days (summer), ten days (Christmas), five days (Easter), ten holidays (three days), and May Day.
DENMARK	Schools are open 240 days on an average.
DOMINICAN REPUBLIC	Sixty-two days (summer), fourteen days (Christmas), seven days (Easter), and two days (national holiday).
ECUADOR	Ninety-two days (including sixty days for the long vacation).
EGYPT	Long vacation from end of May (or beginning of July after public examinations) to beginning of October.
FINLAND	Schools are open thirty-six weeks (=200 work days). Fifteen days' "potato holiday" in country districts for the 6th and 7th class.



Country	Holidays per annum
FRANCE	Seventy-five days (long vacation), eleven days (Christmas), two weeks (Easter), and six days (Shrove Tuesday, Whitsun, All Saints' Day, etc.).
GERMAN FEDERAL REPUBLIC	Eighty-five days plus religious festivals.
GUATEMALA	Two months.
HONDURAS	Fifty days and ordinary weekly holidays.
ICELAND	Three months (long vacation), nineteen days (Christmas), nine days (Easter), four days (Whitsun), and independence day. Headmasters are authorized to give one day's holiday in any month without a regular holiday.
INDIA	Eighty to one hundred days, excluding regular weekly holidays.
INDONESIA	One hundred and seven days, excluding regular weekly holidays.
IRELAND	Maximum of ten weeks, excluding regular weekly holidays.
ISRAEL	One hundred and nine days, excluding regular weekly holidays.
ITALY	Two months (summer) plus seventy-five days' ordinary and extraordinary leave.
JAPAN	Twenty days' furlough (national public teachers).
LAOS	Seventy-five days (summer) and twenty-two days (public holidays).
LUXEMBOURG	Maximum of seven weeks (summer), and local holidays to a combined total of sixty days, excluding regular weekly and public holidays.
MEXICO	Eighty days, excluding regular weekly holidays.
MONACO	Seventy-five days (summer) and Christmas and Easter.
NETHERLANDS	Grant-aided schools are open about forty weeks.
NEW ZEALAND	Two weeks (in May), two weeks (in August), six weeks (in December and January), and seven days (public holidays), excluding regular weekly holidays.
NORWAY	Urban schools are open for a maximum of thirty-nine weeks, and rural schools for a maximum of thirty-two to forty weeks.
PAKISTAN	<p><i>Baluchistan:</i> Two months, and forty-one days' leave.</p> <p><i>East Bengal:</i> Seventy-five days.</p> <p><i>North West Frontier Province:</i> Ordinary holidays plus ten days' leave.</p> <p><i>Punjab:</i> Ordinary holidays plus twenty days' leave.</p> <p><i>Sind:</i> Seventy-seven days.</p>

Country	Holidays per annum
PANAMA	Three months (long vacation), seven days (Christmas), and eight days (in September), plus such public holidays as fall on a school day.
PERSIA	Seventy-five days (long vacation), and twenty-one days (official festivals), excluding regular weekly holiday (Friday).
PHILIPPINES	Seventy days (summer), fourteen days (Christmas), and, for teachers on vacation-and-sick-leave basis, fifteen days' vacation leave and fifteen days' sick leave.
PORTUGAL	Sixty days (summer), fifteen days (Christmas), five days (after Shrove Sunday), and fifteen days (Easter).
SALVADOR	Sixty-one days, excluding public holidays.
SPAIN	Schools are open for a minimum of two hundred and forty days.
SWEDEN	Schools are open two hundred and fourteen days.
SWITZERLAND	<p><i>Basel-City:</i> Five weeks (summer), two weeks (in October), two weeks (spring), ten days (Christmas), and six days (public holidays).</p> <p><i>Bern:</i> Ordinary holidays and fourteen days' leave.</p> <p><i>Geneva:</i> Three months.</p> <p><i>Neuchâtel:</i> Eight (minimum) to ten (maximum) weeks.</p> <p><i>Ticino:</i> Ordinary school and public holidays, and a maximum of fourteen days' casual leave (marriage, funerals, personal affairs).</p>
SYRIA	One hundred and thirty-five days.
UNION OF SOUTH AFRICA	Schools are open two hundred days a year. Twelve days' leave for each year of service (such leave to be taken in periods of one term).
UNITED KINGDOM	<p><i>England and Wales:</i> Schools are open for a minimum of one hundred and ninety days.</p> <p><i>Scotland:</i> Fifty to sixty days, excluding regular weekly holidays.</p>
UNITED STATES	Schools are open one hundred and eighty days on an average.
URUGUAY	Two and half months (long vacation).
VIETNAM	Two months and a half (long vacation) plus public holidays, to a combined total of three months and ten days.



## V. — PENSIONS, DISABILITY, ILLNESS

## RETIREMENT PENSIONS

In all the fifty-six countries replying to the present inquiry a retirement pensions scheme exists for public primary teachers.

In many if not all of these countries this scheme is administered by the authorities, central or local as the case may be.

In most cases teachers are required to make monthly contributions; these are generally retained at source, and vary in amount according to country from 1% to 12% of salary. Such amount, moreover, is generally the same for all teachers and remains unchanged throughout their service, and only exceptionally does it vary according to age on appointment, salary, or sex. Even more exceptionally, teachers are sometimes required to pay a lump sum into the pensions fund on appointment or each time they receive an increase of salary. Very frequently the employing authorities make contributions equal or higher in amount than those paid by teachers, and in a few countries may even assume entire financial responsibility.

As to the conditions of retirement on pension, nearly all the replies refer to an optional retirement age (varying from fifty to sixty-five according to country) and a compulsory retirement age (rarely above sixty-five).

The age requirement is generally bracketed with another condition, that of a certain minimum number of years of service, and this number corresponds, in those countries where the teachers are required to contribute to the pensions fund, to a certain minimum number of contributions.

Varying combinations of these two conditions, age and length of service, are to be found. In some countries both the age and the length of service are fixed. In others they vary in inverse proportion to each other, and as age increases, the number of years' service required for retirement decreases, and vice-versa. In a few cases only one requirement exists, namely a certain age or a certain minimum of service.

The amount of retirement pension is calculated frequently on the basis of last salary or of average salary during the last two to ten years' service, and corrected in many cases by a certain coefficient expressed as a percentage. Such amount is in some instances equivalent to last salary, but is more often between 40% and 70% of last salary.

In some countries retirement pension may not exceed a certain maximum. It thus happens that teachers become entitled to a higher pension by remaining in service beyond the optional retirement age, but reach a point where there is no further reason for doing so, inasmuch as the pension to which they are entitled has reached its maximum.

In some countries pensionable salary comprises basic salary plus headship, cost-of-living and other allowances, while in others it covers only basic salary, and any allowances paid are subject to variation.

Provision is sometimes made for retirement before the normally required age and length of service have been attained, on the grounds, for example, of health. In such a case teachers either receive a pension reduced proportionally or simply a lump sum of varying amount which

is often the equivalent of the contributions they have paid into the fund, with or without interest as the case may be.

Generally an absolute minimum of required service is fixed, below which teachers are entitled to neither a pension nor a lump sum.

### DISABILITY

It is of interest to note what provision is made in the countries replying to the present inquiry in the event of teachers becoming permanently disabled.

When a teacher has contracted such disability in the course of his duties, he is in most cases retired on pension. The amount of such pension varies from one country to another, and may be a reduced amount proportional to length of service and salary, or may be equivalent to the normal retirement pension. In any case there is generally a certain minimum of required service for entitlement to disability pension.

In some cases, more especially if this minimum of required service has not been completed, teachers may be entitled only to a lump sum.

In event of disability arising through non-service factors or through acts in the public interest, the most frequently adopted solution is that of premature retirement, wherever the pensions scheme makes provision for it.

The table below gives a summary of the retirement and disability pensions schemes in force in the various countries, covering such matters as age and length of service requirements, the calculation of the amount of pension, and the amount of contributions.

### TABLE OF RETIREMENT AND DISABILITY PENSIONS SCHEMES

AFGHANISTAN	Compulsory retirement at 65. Pension equals years of service multiplied by half last salary and divided by thirty. Contributions of 2% of salary. Disability involves retirement on pension somewhat higher than normally.
ARGENTINA	Compulsory insurance scheme. Normal retirement at 55 after thirty years' service. Premature retirement irrespective of age after a minimum of twenty years' service, on reduced pension. Special retirement (for headmasters) at 50 after twenty-five years' service. Contributions of 10% (normal and premature retirement) or 12% (special retirement) of salary. Separate arrangement for disability pension.
AUSTRALIA	Each state has its own compulsory or customary superannuation scheme. Pension proportional to salary, usually about one half of same. Contributions from teachers and employer.
AUSTRIA	Compulsory insurance. Teacher-officials may retire after a minimum of ten years' service, teachers on contract after paying one-hundred-and-eighty monthly contributions and reaching 65 (men) or 60 (women) years of age. Pension for officials proportional to last salary and length of service. Pension for teachers on contract



from 411 schillings (minimum) to 1220 schillings (maximum a month). Teacher-officials contribute 4% of salary, teachers on contract 10% (half of which is paid by employer) of salary.

- BELGIUM** Compulsory retirement at 60 after a minimum of fifteen years' service. Optional retirement at 50 after a minimum of thirty years' service. Pension equals number of years of service multiplied by average salary for last five years and divided by fifty. No contributions. Disability involves retirement on reduced pension.
- BOLIVIA** Optional retirement after a minimum of fifteen years' service on pension of 60% of last salary. Pension after twenty-five years' service equals last salary. Contributions from teachers (10% of salary) and government.
- BRAZIL** Retirement pension after twenty-five years' service equals full salary. Contributions of 5% or 6% of salary. Disability pension proportional to years of service.
- BULGARIA** Compulsory retirement at 55 after a minimum of twenty-five years' service. Maximum pension equals 80% of average salary, or 18,000 levas per month, whichever is the less. Contributions (20% of salary) paid by government.
- BURMA** Retirement at 55 after from ten to twenty-five years' service. Pension equals years of service multiplied by average salary for last three years and divided by sixty.
- CAMBODIA** Compulsory retirement at 55 after a minimum of thirty years' service. Optional retirement prior to 55 after a minimum of thirty years' service. Compulsory retirement pension equals years of service multiplied by average salary for last three years and divided by sixty. Reduced pension granted on health grounds after a minimum of twenty years' service. Contributions of 6% (teachers) and 14% (government) of salary.
- CANADA** Schemes vary according to province (see reply for details).
- CEYLON** Retirement age, required years of service, and contributions vary according to type of school, and sex (see reply for details). Pension proportional to length of service and last salary, to a maximum of two-thirds of salary.
- COLOMBIA** Retirement at 50 after twenty years' service on pension amounting to last salary, or, if preferred, on lump sum of not less than one month's salary for each year of service. Disability pension amounting to last salary or 50 pesos a month, whichever is the greater. Contributions of one-third of first month's salary and subsequently 3% of salary.
- CUBA** Compulsory retirement at 60 after twenty-five years' service on pension equalling 80% of highest salary. Optional retirement prior to 60 after twenty-five years' service on pension equalling 40% of highest salary. Disability pension proportional to salary and length of service. Contributions of 6% of salary or pension, and 50% of first month of each salary increment.
- CZECHOSLOVAKIA** Retirement on pension at 60 or after twenty years' service. Contributions paid by State. Disability pension; contributions of 2% of salary.

DENMARK	Retirement on pension and cost-of-living allowance if certificated before the age of 40 (proviso waived in special cases). Pension varies according to age and length of service from eighteen to forty-two sixtieths of average pensionable salary for last three years. Contributions of 5% of basic salary, increments, and personal allowances.
DOMINICAN REPUBLIC	Retirement at 60 after twenty years' service. Maximum pension equals 60% of last salary. Disability pension. No contributions.
ECUADOR	Retirement on pension at 55 after thirty years' service, or at 65 after fifteen years' service. Service disability pension at any point in career, or after paying not less than sixty contributions in case of other disability. Contributions of 5% of salary.
EGYPT	Compulsory retirement at 60 after thirty years' service. Optional retirement at 50 after twenty-five or fifteen years' service. Pension proportional to years of service divided by fifty. Lump sum or pension for disability. Contributions of 7.5% of salary.
FINLAND	State retirement and disability scheme. Compulsory retirement at 67. Optional retirement at 60 after thirty years' service. Disability pension proportional to length of service. No contributions. Voluntary scheme: retirement on pension at 60 and also in event of disability.
FRANCE	Retirement at 55 after twenty-five years' service. Retirement and disability pensions proportional to length of service, salary, number of children, etc. Contributions of 6% of salary.
GERMAN FEDERAL REPUBLIC	<i>Permanently appointed teachers.</i> Compulsory retirement at 65. Optional retirement at 62. Pension proportional to length of service, with a minimum of 35% of salary, and a maximum after twenty-five years' service of 75% of salary. <i>Teachers on contract.</i> Membership of employees' insurance scheme compulsory. Retirement pension. Contributions from employee and employer.
GUATEMALA	Retirement at 60 after thirty years' service. Contributions of 2% of salary.
HAITI	Retirement at 55 after twenty years' service, or at 50 after twenty-five years' service. Pension equals full salary or 500 gourdes, whichever is the lower. Disability pension after not less than five years' service equalling half full salary. Contributions of one-twelfth of commencing salary and increments, plus 4% of salary.
HONDURAS	Retirement after thirty-five years' service. Pension equals half of average salary for last thirty-six months. Disability pension proportional to length of service.
ICELAND	Retirement at 65 or when age and service together total ninety-five years. Pension is based on a percentage of average salary for last ten years, such percentage varying with length of service and amounting to a maximum of 60% after thirty years' service. Disability pension. Contributions of 4% of salary from teacher and 6% from employer.



BOLIVIA	Sickness privileges. Maternity leave of sixty days on full pay.
BRAZIL	Insurance benefits in some states include medicaments, medical attention, and periods free of charge or at a reduced rate at a convalescent home.
BULGARIA	Free medical attention and medicaments. Maternity leave of three months and allowance for child's clothing.
BURMA	Sick leave to extent admissible under regulations.
CAMBODIA	No provision yet made for sickness.
CANADA	Provisions vary according to province (see reply for details).
CEYLON	Sick leave of twenty-eight or forty-two days a year, according to date of appointment, on full pay (up to nine months on full pay in the event of tuberculosis).
COLOMBIA	Assistance during up to six months for doctor's expenses, medicines, and hospital expenses. Sick leave for non-service illness of ninety days on two-thirds pay, thereafter ninety days on half pay. Maternity allowance.
CUBA	Sick leave of six months (one year in exceptional cases) on half pay (full pay in certain circumstances). Maternity leave of six weeks after birth.
CZECHOSLOVAKIA	Sick leave of up to one year on varying rates of pay, thereafter retirement on disability pension. Contributions of 2% of salary. Free medical care, medicaments, and periods in hospital or convalescent home. Maternity expenses paid.
DENMARK	Sick leave in accordance with regulations. Maternity leave granted as, or in addition to, sick leave.
DOMINICAN REPUBLIC	Paid leave of absence obtainable for sickness to a maximum of six months. Maternity leave of two months on pay.
ECUADOR	Medical aid, after six monthly contributions, for each illness or pregnancy, for a maximum of twenty-six weeks. Contributions of 2% of salary.
EGYPT	Sick leave of two months on full pay, two months on half pay, two months on quarter pay, six months without pay, thereafter retirement.
FINLAND	Sick leave of thirty days a year on full pay, one hundred and fifty days on two-thirds pay, thereafter period on half pay. Maternity leave of two months on full pay.
FRANCE	Sick leave of three months on full pay and three months on half pay a year. More favourable provisions for prolonged illnesses. Medical and pharmaceutical assistance under government and general social security schemes. Maternity leave of fourteen weeks on full pay.
GERMAN FEDERAL REPUBLIC	Sick leave on pay. Retirement on pension in the event of total disability.
GUATEMALA	Assistance in respect of medical and surgical care in some cases.

HAITI	Sick leave of fifteen days a year. Maternity leave of forty days on pay.
HONDURAS	Sick leave of one month on full pay and two months on half pay. Maternity leave of six weeks before and ten weeks after birth, on pay.
ICELAND	Medical expenses paid.
INDIA	Sick leave totalling one year for whole course of service, on full pay. Leave without pay for protracted illness.
INDONESIA	Sick leave on full pay.
IRAQ	Sick leave of three months on full pay and three months on half pay, thereafter six months without pay. Possibility of re-admission to service until eligible for pension in the event of illness for a period exceeding one year.
IRELAND	Sick leave of one year (eighteen months in the event of tuberculosis) on full pay, subject in some cases to part payment of replacement. No contributions.
ISRAEL	Sick leave of one month on full pay a year, cumulative to a maximum of four months on full pay and four months on half pay. Maternity leave of six weeks on full pay.
ITALY	Compulsory national provident scheme. Financial assistance in the event of illness.
JAPAN	Sick leave on allowance equalling 60% of average salary.
LUXEMBURG	Sick leave on full pay.
MEXICO	Sick leave proportional to length of service and amounting after ten years' service to maximum of sixty days on full pay and sixty days on half pay.
NETHERLANDS	Sick leave of one year on full pay and one year on half pay.
NEW ZEALAND	Sick leave of seven days (after three months' service) to three hundred and six days (after thirty years' service) on full pay.
NORWAY	Sick leave of three months on full pay.
PAKISTAN	Provisions vary according to province (see reply for details).
PANAMA	Sick leave of one month on full pay and three months without pay. Maternity leave of six months on half pay.
PERSIA	Sick leave on allowance equalling one-third of salary (two-thirds in the event of illness through service). Contributions of 2% of salary, shared equally by teacher and employer.
PHILIPPINES	Sick leave of fifteen days a year on full pay.
PORTUGAL	Sick leave of thirty days on full pay and five months on five-sixths pay. Deducted sixth of pay refunded if total days of absence are less than thirty times years of service.
SALVADOR	Sick leave of fifteen days a year on full pay, cumulative to a maximum of one month and a half.



SPAIN	Cost of replacement in the event of illness paid by government for six months. Assistance with medical attention and medicines from (optional) primary staff provident fund; contributions of 8 to 30 pesetas a month.
SWITZERLAND	Provisions vary according to canton (see reply for details).
SYRIA	Sick leave of one hundred and twenty days on full pay, and ninety days on half pay, thereafter retirement on pension (after not less than fifteen years' service) or dismissal. Maternity leave of four months on full pay.
THAILAND	Sick leave of four months a year on full pay.
UNION OF SOUTH AFRICA	Sick leave of ninety days on full pay and ninety days on half pay for each period of three years. Leave without pay granted.
UNITED KINGDOM	<i>England and Wales:</i> Provisions vary according to employing authority. <i>Scotland:</i> Sick leave of one month (under one year's service) to six months (over fifteen years' service) on full pay, and one month to six months respectively on half pay.
UNITED STATES	Provisions vary according to state (see details for reply).
VIETNAM	Sick leave of thirty days on full pay a year, and convalescence leave of one month on full pay, two months on half pay, and nine months on quarter pay. Long leave for tuberculosis or leprosy to a maximum of five years. Maternity leave of two months on full pay. No contributions.

### SURVIVORS' PENSIONS

In practically all the countries replying to the present inquiry special provisions exist regarding the survivors of public primary teachers.

The commonest practice is for the survivors to receive a percentage of the pension which the deceased was enjoying or was entitled to at the time of his death.

The particular persons who are entitled to benefit in this way and the extent to which they benefit, vary from one country to another. It is customary for the widow (the widower apparently only exceptionally) and the orphans to receive the survivors' pensions. In most instances the pension amounts to roughly 50% of the pension the deceased was enjoying or was entitled to in the case of the widow, and to a percentage (fixed or varying directly with their number) of such pension, in the case of the orphans. Sometimes the combined total of the pensions paid to the widow and the orphans may not exceed a certain maximum. Only in very few instances is the widow's pension equal to the one which the deceased was enjoying or was entitled to.

These provisions, moreover, are generally applicable only if the widow has been married for a certain minimum number of years to the deceased, has not remarried and is of good reputation, and only if the

orphans are either under a certain age or are dependent (for example, invalid or, in the case of girls, unmarried). Certain replies give a number of interesting details concerning the required past and future marital status of the widow, and the eligibility or otherwise for pension of legitimate, illegitimate and adopted children.

The monetary benefit which the widow receives generally consists of a pension, but may last only for a specified period (one equal to the length of service of the deceased, for example), or even consist, not of a pension, but of a lump sum varying according to the salary of the deceased or representing the deceased's contributions to the pensions fund and the interest on them.

Frequently the contributions deducted from a teacher's salary and paid into the pensions fund cover funeral expenses, in addition to widows and orphans pensions. In some countries, however, a special contribution towards such pensions is required.

In some countries the survivors eligible for benefit include persons other than the widow and the orphans. In the case, for example, of a teacher who dies unmarried, his father, mother, brothers and sisters are often considered eligible.

Survivors' pension is in a few cases supplemented by a cost-of-living allowance of varying amount.

A summary of the survivors' pensions schemes in force in the various countries and of the way in which such pensions are calculated, will be found in the following table.

#### TABLE OF SURVIVORS' PENSIONS SCHEMES

ARGENTINA	Widow or disabled widower receives 50% of deceased's pension, or 275 pesos a month, whichever is the greater. Orphans' pension equalling that of widow.
AUSTRALIA	Provision for widows and orphans included in super-annuation scheme.
AUSTRIA	<i>Teacher-officials.</i> Widow and orphans receive 50% and 25% respectively of deceased's pension. <i>Teachers on contract.</i> Widow and orphans receive 50% and 40% respectively of deceased's pension.
BELGIUM	Widow and orphans receive pensions equalling 30% of deceased's average salary for last five years, plus 1% for each year of service above twenty, and payable after one year of service and one year of marriage. Contributions of 6% of salary.
BOLIVIA	Deceased's heirs receive lump sum of 40,000 bolivianos.
BRAZIL	Widow and orphans receive pension proportionate to deceased's salary.
BULGARIA	Heir (i.e., widow, widower, children, parents, brothers and sisters) receive 30% to 50%, according to degree of kinship, of deceased's pension, and lump sum of 50,000 levas.
BURMA	Limited grants to widows and orphans.



CAMBODIA	Widow and under-age orphans receive 50 % of deceased's pension.
CANADA	Provision varies according to province (see reply for details).
CEYLON	Provision for widow's and orphans' pensions. Contributions of 2 % or 4 % of salary.
COLOMBIA	Deceased's pension paid for two years to widow (provided she does not remarry), under-age children, unmarried or widowed daughters, parents, or unmarried sisters, if in need.
CUBA	Deceased's full pension shared equally among widow and orphans. Special terms if deceased was still serving (see reply for details).
CZECHOSLOVAKIA	Widow receives 50 % to 70 %, and orphan 50 %, of deceased's pension.
DENMARK	Widow receives sixteen to twenty-four sixtieths of deceased's pensionable salary, if deceased had reached pensionable age ; otherwise one-fifth of salary. Maximum pension payable only under certain conditions (see reply for details).
ECUADOR	Widow receive 30 % of deceased's disability or retirement pension. Varying provision for orphans (see reply for details).
EGYPT	Widow and orphans receive pension of varying amount, if deceased had over fifteen years' service ; otherwise a lump sum.
FINLAND	Pensions for widow, and orphans under eighteen years of age.
FRANCE	Pensions for widows and orphans (see reply for details).
GERMANY	Widow receives deceased's full salary during three months, thereafter 60 % of pension to which he would have been entitled. Each orphan receives one-fifth to one-third of widow's pension.
HONDURAS	Widow (provided she enjoys unblemished reputation and does not remarry, under-age and unmarried orphans, and dependent parents share deceased's pension.
ICELAND	Widow or widower receives 40 % of deceased's average salary (after not less than thirty years' service). Orphans of men or women teachers also eligible for pension.
INDONESIA	Widow receives pension equalling 20 % to 22 % of deceased's average salary for last three years, orphan 40 % of widow's pension. Contributions of 5 % of salary.
IRELAND	Provision for widow's and orphans' pensions.
ISRAEL	Widow receives deceased's full salary during three months and his contributions to pensions fund, if deceased had not reached pensionable age ; otherwise 60 % of his pension.
ITALY	Widow receives 50 % of deceased's pension, if there are no dependent children, and 60 %, 65 %, 70 %, and 75 % respectively if there are one, two, three, or over three dependent children. Orphans having lost both parents, receive one-third of such pension, if they are one or two, 40 % if they are three, 50 % if they are four, and 60 % if they are over four, in number.

JAPAN	Provision for widow's and orphans' pensions.
LAOS	Widow receives 50% of deceased's pension. Each of not more than three legitimate children under eighteen years of age receives 18 piastres per annum. Such children, irrespective of their number and the sex of the deceased, also receive temporarily 50% of deceased's pension.
LUXEMBURG	Widow without children receives 50% of deceased's pension. Orphans receive pension of varying amount (see reply for details).
MEXICO	Dependents receive deceased's full pension for one year, then 10% less each ensuing year.
NETHERLANDS	Widow receives 50% of first 2,000 florins of deceased's annual salary, plus 40% of succeeding 3000 florins, and thus to a maximum of 2200 florins. Each under-age orphan receives 500 florins per annum. Combined sum of widow's and orphans' pensions not to exceed 4000 florins per annum. Contributions of 5.5% of salary (to a ceiling of 165 florins).
NEW ZEALAND	Widow may choose to receive deceased's contributions or (to a maximum of £300 per annum) 50% of medically unfit annuity deceased was enjoying or would have enjoyed.
NORWAY	Widow receives 60% of pension deceased would have received at 70 years of age.
PAKISTAN	Provision varying according to province (see reply for details).
PERSIA	Widow and orphans receive 50% of deceased's pension if he died after retirement age; otherwise a lump sum.
PHILIPPINES	Beneficiaries nominated by deceased receive his contributions with interest if he died before becoming eligible for retirement; otherwise his pension. For certain options, see reply.
SALVADOR	Widow (provided she does not remarry) and orphans receive deceased's pension.
SPAIN	Widow and orphans receive (a) 15% (minimum insurance) or 25% (maximum insurance) of deceased's salary, during as many years as he had served, if he had ten to twenty years' service; (b) a lump sum of 3000 pesetas plus ten month's salary plus one month's salary for each under-age child, if deceased was member of provident fund; and (c) monthly allowance proportional to number of orphans.
SWEDEN	Widow or widower (provided they do not remarry), and orphans not over 19 (or in some cases 21) years of age receive family pension and annuity varying according to deceased's salary class and number of children.
SWITZERLAND	Provision varies according to canton (see reply for details).
SYRIA	Widow and dependent orphans receive 50% of deceased's pension.
THAILAND	Widow and orphans receive pension equalling deceased's last salary, if he died by accident on duty: otherwise no provision.



UNION OF SOUTH AFRICA	Widow, widower, child, step-child, or a dependent father, mother, brother or sister receives a lump sum equalling double deceased's contributions, if he died before retirement, or, if he died within five years after retirement, annuity (or lump sum equalling sum of annuity payments) deceased would have drawn during the unexpired portion of such period of five years, together with any other lump sum payable.
UNITED KINGDOM	<i>England and Wales:</i> No nationwide teachers' widows and orphans pensions scheme yet exists, but since 1948 teachers have been compulsorily subject to the national insurance system. <i>Scotland:</i> Survivors' receive a lump sum, if deceased had not less than five years' service.
UNITED STATES	Provision varies according to state (see reply for details).
VIETNAM	Widow receives 50% of deceased's pension, and each under-age orphan 25%.

## VI. — FOREIGN TEACHERS

The admission or otherwise of foreign nationals to primary teaching posts depends mainly on the legal status of primary teachers within the country concerned. As already indicated in an earlier section of this general survey, primary teachers in many of the countries replying to the inquiry rank as officials of the State, province, commune, or other official organisation, and the appointment of foreign nationals as primary teachers may therefore run counter to the general ruling that official posts are reserved for nationals.

The shortage of teachers, however, may perhaps be expected to exert a certain influence in the matter, on the councils of the authorities.

Only nationals are appointed to primary teaching posts, in Argentina, Austria, Belgium, Brazil, Denmark, France, Guatemala, Iraq, Italy, Luxemburg, Philippines, Portugal, Spain, Syria, and Vietnam. The same ruling holds for Burma, Canada (Alberta), Colombia, and most states in the United States, unless the foreign nationals seeking such posts first become naturalized or have at least taken steps to do so.

The replies from other countries are less categorical on this point, but even so it appears that the appointment of foreign nationals to primary teaching posts is the exception rather than the rule. In Bulgaria, Czechoslovakia, Netherlands, and Switzerland (Basel-City), for example, each such appointment requires special authorization. In Egypt, such an appointment is rarely made, and then only for the purpose of teaching foreign languages.

In some cases authorization for the appointment of a foreign national to a public primary post is given only temporarily, on fixed-term contract, or only for supply work. Such is the position in, for example, Ceylon, Finland, German Federal Republic, Laos, Norway, and Sweden.

In other cases, while no legislative provisions exist formally forbidding the employment of foreign nationals, such employment is nevertheless

not found in practice because there are enough national teachers or on account of circumstances peculiar to the country concerned. There are practically no foreign teachers in the public primary schools of, for example, Afghanistan and Japan, both of which countries have enough national teachers, or in those of Israel and Pakistan (Karachi Federal Area), since the languages of instruction are Hebrew and the vernacular respectively. Similar linguistic obstacles to the employment of foreign teachers are probably to be found elsewhere.

The countries replying to the present inquiry, in which foreign nationals, provided they have the requisite qualifications, are appointed to public primary teaching posts, are Bolivia, Canada (British Columbia, New Brunswick, Prince Edward Island, Newfoundland), Cuba (history and geography teaching posts excepted), Dominican Republic, Ecuador, Haiti, India, Indonesia, Mexico, New Zealand, Pakistan, Panama, Persia, Salvador, Thailand, Union of South Africa, and United Kingdom (England and Wales). In Ireland and Switzerland (Ticino), foreign nationals are admitted if they have made their professional studies within the country or canton, as the case may be.

As to the actual conditions of service of foreign nationals in public primary schools, in the countries where such appointment is authorized, the replies give very few details.

The replies from Dominican Republic, New Zealand, Switzerland (Ticino), and United Kingdom (England and Wales), for example, simply state that foreign nationals appointed to public primary teaching posts have the same conditions of service as nationals.

In Ecuador, Panama, and Persia, foreign nationals are engaged on contract, and their conditions of service are therefore defined by such contract.

In Haiti, foreign teachers have a slightly different salary scale from that for nationals. In Salvador and Thailand, foreign nationals have the same conditions of service as nationals, except that, in the former country, they are not eligible for pension rights, and, in the latter country, they rank as special, not regular civil servants.

It now remains to be seen whether, in countries with a federal constitution where each state (or canton or province) has its own educational system, teachers are permitted to teach in a given state if they come from another state.

So far as the German Federal Republic is concerned, teachers, whatever their native *Land*, may work in any other *Land*.

In Brazil, those states which have an excess of qualified teachers, accept only their own citizens.

In Canada, teachers from other provinces are admitted relatively easily into the public primary schools of Alberta and Newfoundland. In British Columbia and Prince Edward Island, if they hold equivalent qualifications, they are granted teaching licences of the province concerned. In New Brunswick and Quebec, they are required to sit for a licence of the province concerned.

In Canada (Ontario), all teachers who are British subjects, either from other provinces of Canada or other countries of the Commonwealth, are permitted to work in the public primary schools of the province if their academic and professional training is equivalent to that of the



teachers of the province and if they pass the final examination of the normal school of the province.

In the United States, a primary teacher from any given state may teach in any other state under the same conditions as the teachers of those states.

In Switzerland, teachers from other cantons may teach under the same conditions as local teachers, in the public primary schools of, for example, Basel-City and Neuchatel; they may do so only with special authorization, in Bern; and only if they complete the cantonal teacher training course and have lived in the canton for not less than five years, in Geneva.

In the Union of South Africa, which is not a federation but a union, teachers going from one province to another enjoy the same privileges as the teachers already in the province.

In many provinces in Pakistan, there is no bar to the employment of teachers from another province of Pakistan. While Karachi Federal Area is one of those provinces, preference is nevertheless there given to local teachers.

So far as private primary schools are concerned, the problem of the appointment of foreign teachers is viewed from a different angle, inasmuch as such appointment is made, not by an official body, but by the school concerned. By no means all the replies refer to this problem, but it would appear that private schools are as a rule authorized to appoint foreign teachers. The public authorities may, however, impose certain conditions. In Argentina, for example, foreign nationals are permitted to teach in private schools provided they pass an examination in Argentinian language, history, geography, and civic education, or a test of teaching ability in those subjects.

In Spain, posts in private schools are open to foreign nationals on the same terms as for nationals, in accordance with the regulations concerning private schools approved by the Ministry of Labour, and foreign nationals, in common with the Spanish teachers in such schools, are required to be members of the private education provident fund.

In Denmark, foreign nationals wishing to teach in a private school must first secure a residence and work permit.

In Switzerland (Basel-City), foreign nationals may be appointed to posts in private schools, only if there are no suitable candidates of Swiss nationality.

## VII. — PRIVATE SCHOOLS

The question of the organisation and control of private schools, and the way in which they affect the conditions of service of the teachers in such schools, is beyond the scope of the present inquiry. Discussion will therefore be limited to indicating some of the details given in the various replies from the Ministries of Education concerning the salaries of private teachers.

It is evident from these replies that every effort is being made to ensure that private teaching staffs have certain minimum guarantees,

both with regard to the conditions under which they work and to their salaries.

In some cases this effort manifests itself in the form of giving such staffs the guarantees afforded to employees in general by obliging the employing schools to pay salary minima as fixed by law. In Australia (Queensland), for example, the salaries of teachers in private schools are fixed by the Industrial Court.

In other cases a certain ratio has to be maintained between the salaries of private teachers and those of their colleagues in public schools. In Argentina, for instance, the salaries of private teachers may not be less than 60% of those of State teachers. Teachers of an approved private school, moreover, receive a bonus of 30% of salary in the event of their having discontinuous hours of service.

In Denmark, in accordance with the private primary schools act dated 12th July, 1946, the teachers of such schools receive the same salary as their colleagues in the public rural schools.

In Egypt, since education was made free of charge, all private schools have been brought under State control, and private teachers are regarded as State officials on an equal footing with their colleagues in the public schools.

Sometimes public authorities in making a grant-in-aid to a private school stipulate that the whole or part of the grant be used for improving the salaries of the teachers. In France, for example, in accordance with the Barangé Act of 28th September, 1951, the parent's association of each private primary school receives a grant of 1,300 francs per pupil per term during the period of compulsory schooling (6 to 14), the main object of such grant being to increase staff salaries.





## AFGHANISTAN

From the reply sent by the Ministry of Education

## SALARIES

Primary teachers in Afghanistan rank as government officials. They are required to serve two years as teachers for every year they have spent in training. Those teachers, for example, who have spent three years at the teachers' training college, are required to serve in a government school as paid teachers for a minimum of six years.

The salaries of primary teachers are paid by the government out of the State budget.

Such salaries vary according to qualifications and service grade. Graduates from the primary teachers' training college, for example, are posted grade 11 teachers (this grade is the lowest grade of government officials).

Salary scales are the same for men and women teachers.

The salaries of senior primary teachers also vary according to qualifications and service grade. If they hold a grade 11 post, for instance, their salary amounts to 3500 afghanis per annum. The annual salaries of the various service grades are as follows :

Grade	Salary Alg. p.a.	% of Teachers in Grade
11	3,500	8
10	3,850	30
9	4,375	9
8	4,900	7
7	6,300	7
6	7,000	—
5	10,150	4
4	11,550	4
3	12,150	1
2	17,550	—
1	21,300	—

Provided they successfully and efficiently carry out their duties and possess an unblemished record, teachers are promoted as follows :

Grade 11 teachers are promoted to grade 10 after 2 years' service

"	10	"	"	"	"	9	"	2	"	"
"	9	"	"	"	"	8	"	2	"	"
"	8	"	"	"	"	7	"	2	"	"
"	7	"	"	"	"	6	"	3	"	"
"	6	"	"	"	"	5	"	3	"	"
"	5	"	"	"	"	4	"	4	"	"
"	4	"	"	"	"	3	"	4	"	"
"	3	"	"	"	"	2	"	4	"	"
"	2	"	"	"	"	1	"	4	"	"



Service	Primary	Nursery-infant	Total	%
Under 1 year . . . . .	1,074	303	1,377	3.39
1 to 5 years . . . . .	5,640	1,430	7,070	17.39
6 to 10 years . . . . .	6,086	1,253	7,339	18.05
11 to 15 years . . . . .	5,689	924	6,613	16.26
16 to 20 years . . . . .	5,053	813	5,866	14.42
21 to 25 years . . . . .	3,346	851	4,197	10.32
26 to 30 years . . . . .	3,105	713	3,818	9.39
Over 30 years . . . . .	3,477	930	4,380	10.78
Total	33,470	7,190	40,660	100.00

### ALLOWANCES

Teachers receive the above-mentioned married and bachelor accommodation allowances, and family, maternity and holiday allowances (the latter being augmented in the case of a family), under the same conditions as civil servants.

They are also bracketed with civil servants in respect of the regulations governing variation of salary and certain allowances according to the official index of retail prices. At the present time the following constituents of a teacher's salary are subject to a 5% increase or decrease per 20-point rise or fall respectively of that index : (1) salary proper ; (2) headship allowance ; (3) allowance for qualifications ; (4) married and bachelor accommodation allowances and the limiting salary to which they are applicable ; (5) family allowance.

A supplementary allowance, called " allowance for the mother in the home ", is granted to the wife of a primary teacher with one or more children receiving family allowance, if she remains at home and has no remunerative occupation.

In addition, the law of 30th June, 1951, extends to teachers the application of the regulations concerning civil servants granting them an allowance for funeral expenses. This allowance is paid to the duly appointed beneficiaries of the teachers concerned.

Finally, it is to be noted that the same law has abolished the former right of communes to raise a teacher's salary at their own expense by granting him a supplementary increase, except in the case of a teacher in receipt of such increase before the 1st January, 1951, and even so such increase may not exceed certain amounts varying according to the category of the commune involved.

Teachers do not, as a general rule, benefit from any special facilities for transfer expenses or in connection with their children's education.

### ADDITIONAL SALARIED ACTIVITIES

Teachers are not allowed in principle to exercise any salaried activity beside their teaching proper. Permission is granted them, however, as a rule, to take evening classes, and, exceptionally, in the small communes to act as communal secretary or treasurer.

There are no official rulings concerning privately paid activities such as private lessons and the like.

## HOURS

Regulations stipulate that not less than four hundred half-days must be devoted to teaching in all government-inspected schools. Teachers must work not less than 25 hours a week, including school breaks and religious instruction.

Local education authorities may require teachers to be present at school to supervise the arrival and departure of pupils, and to organise the supervision of children taking their mid-day meal at school. In the latter case, the time-table must be so drawn up that the teachers themselves have enough time to eat.

No regulations exist concerning the time to be spent on preparation of lessons and correction of homework.

Apart from the regular weekly holidays, teachers are on vacation at the New Year and Easter and during the summer, all such holidays forming part of the paid school year.

## PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

Teachers may retire on pension (a) on demand, at the age of fifty and after thirty years of service, (b) automatically at the age of sixty and after fifteen years of service, and (c) on account of illness, at any age and after ten years of service.

A teacher's pension is calculated at the rate of one-fiftieth of his average salary for the last five years, for each year of service, such service being considered as including the two years spent on obtaining the primary teacher's diploma or the one year spent on obtaining the nursery-infant teacher's diploma.

Such pension is granted to teachers by the State without cost.

Teachers are entitled to three, four or six months' sick leave respectively, according to whether they have less than ten, from ten to fifteen, or over fifteen, years of service. Such leave may be extended to two years in the case of tuberculosis or mental illness.

Teachers on sick leave receive their salary in full, but are required to pay one-tenth of the salary of the teacher who replaces them.

On expiry of their sick leave, teachers may be placed on the reserve list at a reduced salary of not less than half, and not more than three-quarters, of their normal salary.

After one year on the reserve list a teacher's salary is fixed at the level of the pension payable on premature retirement.

Two months on full pay is invariably granted as maternity leave.

State widows-and-orphans pensions also exist, but in this case teachers are required to contribute, at the rate of 6% of their salary. Such pensions are calculated at the rate of 30% of the average salary for the last five years, plus 1% for each year of service in excess of twenty. Such pensions are payable after one year of service and one year of marriage.

No unemployment allowances exist as yet for teachers.



In addition to their salaries teachers are entitled to a " Professional Allowance " at the following rates :

	Afg. p. a.
3 years' training . . . . .	600
6 years' training . . . . .	1200
Assistants in faculties and lycées . . . . .	2400
Higher qualifications . . . . .	4800

Assistant teachers serving in primary schools are temporarily posted, and cannot be confirmed unless they serve for one year and pass an entrance examination. They are then confirmed as grade 11 employees.

Primary headmasters come in service grade 7 or 6.

Teachers require a minimum of thirty years to reach their maximum salary.

### ALLOWANCES

Primary teachers receive the following allowances :

- (a) a food allowance amounting to 600 afghanis per annum ;
- (b) a regional allowance for teachers serving in isolated or mountainous areas ;
- (c) an allowance equal to salary, for teachers serving in village schools in remote areas and living under difficult conditions.

Lower grade teachers are given the following facilities :

- (a) a travelling allowance when transferred to a provincial school, amounting to one-and-a-half month's salary ;
- (b) shorter hours of duty ;
- (c) three months' fully paid holiday a year. All teachers are exempt from military service. Teachers receive higher salaries than other employees of the Ministries. Grade 11 to grade 4 teachers inclusive receive 10% to 25% more salary than other government employees.

### ADDITIONAL SALARIED ACTIVITIES

Teachers are free to engage in any profession, hobby or pastime after their school hours. They may accept salaried work in any government or private body, or in evening classes or extra-curricular courses.

The Ministry of Education would have no objection to their accepting salaried work after school hours in a municipal office or commercial firm. Similarly, they are free to indulge in trade, give private lessons, or write textbooks, provided they comply with the general rules of their official duties.

### HOURS

Primary teachers are required to work twenty-six hours a week. In addition they are required to supervise games and examinations, but such supervision does not average more than one hour a day.

Primary teachers are required to prepare the next day's lessons and correct homework and examination papers after school hours, at any time convenient to them.

In addition to the general annual holidays, teachers are entitled to twenty days' casual leave per annum. Such holidays are fully paid.

#### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

No provision has so far been made for the insurance of teachers.

Primary teachers are automatically retired on pension on reaching the age of 65. Such pension is calculated on the basis of the following formula :

$$\frac{\text{Years of Service} \times \text{half of last salary}}{30}$$

Teachers are required to contribute 2% of salary, retained at source, for pension rights. In the case of illness, they are entitled, on presentation of a medical certificate, to one month's sick leave on full pay and five months on half pay. No contributions are required for sickness benefits. If a teacher does not recover after six months' sick leave, he is retired on a pension calculated in accordance with his years of service.

In the case of disability unfitting him for his post, a teacher is retired on a pension somewhat higher than he would otherwise receive.

If in the event of general mobilization a teacher is called up and is killed on active service, he is entitled to such compensation as provided for in military regulations.

If in a given school a teacher becomes redundant through over-staffing, he is transferred to another school. In the event of no vacancy being available (the case has not so far arisen in Afghanistan), he is granted four months' leave on full pay, and is thereafter allowed to seek a post in another government department. If he fails to find such a post, he is as a last resort retired on a pension calculated in accordance with the regulations given above.

#### FOREIGN TEACHERS

There has so far been no need to appoint foreign teachers to primary posts. Provision exists, however, for the appointment of foreign staff for the training of women teachers, on special contract. They do not rank as officials, but as employees with no official status. They receive full travelling allowance (to and from Afghanistan), rent allowance, and salaries amounting to between £50 and £100 a month according to qualifications and experience.

#### PRIVATE SCHOOLS

There are as yet no private schools in Afghanistan.



## ARGENTINA

From the reply sent by the Ministry of Education

### SALARIES

Teachers in Argentina in schools subsidized by the federal or a provincial government are public servants. They are appointed by the national or provincial executive bodies, and provided their work is satisfactory their posts are permanent. They may be compulsorily retired on pension or, in the event of their being suspended, placed on the reserve list pending an inquiry.

The salaries of both federally and provincially employed teachers are fixed by law and appear in the public administration budget. The federal government also makes a certain contribution towards the salaries of teachers in government-inspected private schools.

#### BASIC MONTHLY SALARIES OF NATIONAL COUNCIL OF EDUCATION TEACHING STAFF

##### *Day School Staff*

Service	Monthly Salary Pesos	Number of Teachers
0 years . . . . .	450	43,789
Over 1 year . . . . .	470	(including headmasters, deputy
Over 2 years . . . . .	500	headmasters, teachers and
Over 3 years . . . . .	550	assistants)
Over 6 years . . . . .	610	
Over 9 years . . . . .	670	
Over 12 years . . . . .	730	
Over 15 years . . . . .	790	
Over 20 years . . . . .	840	

At each of the above grades a cost-of-living allowance of 350 pesos a month is paid.

##### *Evening School Staff*

Service	Monthly Salary Pesos	Number of Teachers
0 years . . . . .	400	1685
Over 1 year . . . . .	420	(including headmasters and
Over 2 years . . . . .	450	teachers)
Over 3 years . . . . .	500	
Over 6 years . . . . .	560	
Over 9 years . . . . .	610	
Over 12 years . . . . .	660	
Over 15 years . . . . .	700	
Over 20 years . . . . .	740	

At each of the above grades a cost-of-living allowance of 340 pesos a month is paid.

*Day and Evening Specialist Teachers*

Service	Monthly Salary Pesos	Number of Teachers
0 years . . . . .	400	3933
Over 1 year . . . . .	420	
Over 2 years . . . . .	450	
Over 3 years . . . . .	500	
Over 6 years . . . . .	550	
Over 9 years . . . . .	590	
Over 12 years . . . . .	630	
Over 15 years . . . . .	660	
Over 20 years . . . . .	700	

At each of the above grades a cost-of-living allowance of 300 pesos a month is paid.

The salary scales of the various categories of teaching staff are uniform throughout the country.

Commencing salary is 450 pesos a month in the case of auxiliary headmasters, handicraft specialists, day school physical education teachers, and kindergarten music teachers.

Heads and deputy heads receive the following monthly allowances in addition to the salaries indicated above:

	Pesos
Headmaster of an open-air school or school for backward children . . . . .	280
Headmistress of a kindergarten . . . . .	280
Headmaster of an ordinary school . . . . .	200
Deputy headmaster of an open-air school or school for backward children . . . . .	140
Deputy head of a kindergarten . . . . .	140
Deputy headmaster of an ordinary school . . . . .	100

For federally employed teachers, promotion (including promotion to headships) is automatic and is based on years of service. Maximum salary is thus reached after twenty years' service.

## ALLOWANCES

Federally employed teachers receive allowances for service in frontier or difficult areas. Headmasters receive a special allowance if no living accommodation is available for them.

Like all other government officials teachers are granted certain remissions of income tax in respect of their family responsibilities.

A teacher who is temporarily replacing a teacher senior to him, is entitled after thirty days of replacement to the same salary as the latter.

Travelling expenses in connection with a first appointment or with a further appointment taken up on orders from the school authorities, are met by the Ministry of Education.

Education being entirely free in Argentina, there is no need to grant teachers or their families any special privileges in this respect. Teachers engaged on further study, however, are given special facilities in the period immediately preceding an examination.

Some of the privileges mentioned above are shared by the officials of other administrations.



### ADDITIONAL SALARIED ACTIVITIES

In addition to their ordinary work public school teachers may take up an administrative post provided that the respective times of work do not conflict and that the combined salary does not exceed a certain maximum.

Teachers elected to parliament or temporarily assigned to some high administrative post may obtain leave of absence.

A teacher is permitted to engage in any sort of private remunerative activity provided it is not prejudicial to the good name of the teaching profession.

As regards textbooks, regulations lay down that their use may not be made compulsory, and that a textbook written by a senior official may not be used within the area of his jurisdiction.

### HOURS

Primary teachers in day schools are required to work twenty-five forty-minute periods a week, and specialist teachers (music, drawing, dressmaking, handicrafts) ten such periods.

At evening classes the teachers responsible for primary adult education have fifteen thirty-minute periods a week, and the specialist teachers (bookkeeping, accountancy, drawing, dressmaking) five periods.

Kindergarten mistresses are required to be present for sixteen-and-a-half forty-minute periods a week.

Teachers are required to be in their class ten minutes before the beginning of lessons and to remain there until all the pupils have left. The teacher on duty who helps the headmaster in receiving pupils before the beginning of classes and in maintaining discipline during the breaks, must be present half an hour before school begins.

In accordance with existing regulations teachers are required to attend staff meetings at which the headmaster or other authority issues instructions with regard to the teaching. Teachers are also obliged to attend all special demonstrations and ceremonies when called upon to do so by their superiors.

No regulations exist concerning the time teachers should devote to preparation of lessons.

Teachers have four months' vacation a year in addition to Sundays and public holidays. At the present time certain holidays may also be granted on grounds of public health. All holidays are fully paid.

### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

All national administration staffs are insured with the State insurance department.

Teachers are entitled to retire on pension after thirty years' service at fifty-five years of age. Those having completed the required term of service but not having attained the required age, are entitled to a pension reduced by 4% for each year under this age, while each two years' service over and above the required term of service entitles them to retire one

year earlier than the required age without reduction of pension. In the event of physical or mental disability a teacher may be awarded a special pension after ten years' service amounting to 4% of certain amounts calculated on the basis of average salary, as follows:

Average Salary	Pension=4% of:
500 pesos	92% of 500 pesos
501-1000 pesos	460 pesos + 80% of av. sal. less 500
1001-1500 pesos	860 pesos + 70% of av. sal. less 1000
1501-2000 pesos	1210 pesos + 60% of av. sal. less 1500
Over 2000 pesos	1510 pesos + 40% of av. sal. less 2000

The same scale applies to all government officials and also serves as the basis of calculation for ordinary pensions.

A teacher is entitled to demand a reduced, premature pension after twenty years' service, irrespective of age.

Teachers contribute 10% of salary to the pensions fund or 12% in the case of those who have headship responsibilities and are thus entitled to retire after twenty-five years' service at the age of fifty.

Ordinary and special leave is granted in case of illness. Ordinary leave consists of up to forty-five days a year with full pay. Special leave may be granted up to two years with pension. Women teachers are entitled to maternity leave of twelve weeks (of which six at least must fall after the birth of the child).

Total or permanent disability is covered by the insurance. Teachers are obliged to insure themselves against disability for 6000 pesos and may also insure themselves for the following additional sums if they so desire:

Monthly Salary	Additional Insurance Pesos
Up to 500 pesos . . . . .	5,000
501- 800 pesos . . . . .	8,000
801-1200 pesos . . . . .	12,000
1201-1600 pesos . . . . .	15,000
Over 1600 pesos . . . . .	18,000

Premiums amount to one peso per 1000 pesos insured. The teacher contributes 9% of basic salary, and the State brings the total contribution up to 72 pesos, i.e., the premium for the amount of compulsory insurance.

In accordance with national law a widow or disabled widower is entitled to a pension amounting to 50% of the pension of the deceased husband or wife to a minimum of 275 pesos a month. A deceased teacher's pension may also be divided among his heirs (under-age children and disabled adults). A widow who remarries loses her pension rights.

In the event of the death of both parents children of teaching personnel are entitled to a pension equal to that payable to the widow. Such pension ceases (a) when the children reach the age of eighteen, provided they are not disabled, in the case of sons, and (b) on marriage, fifteen years after the death of their father or mother, or when they come of age, provided they are not disabled, in the case of daughters. Under no circumstances may the pension of under-age daughters be withdrawn.



### FOREIGN TEACHERS

Foreign nationals are permitted to teach in controlled private establishments in Argentina provided they pass an examination in Argentinian language, history, geography and civic education or a test of teaching ability in those subjects. Only Argentinian subjects by birth or naturalization may teach in the official schools. Teachers trained in normal schools of the countries signatory to the Montevideo Agreement may be appointed to public schools after becoming naturalized and passing the above mentioned examinations.

In order to teach in a school coming under federal jurisdiction Argentinian teachers must have been trained in a federal establishment or an approved provincial establishment.

### PRIVATE SCHOOLS

Teachers in controlled private establishments have such rights as are accorded in their locality. Their salary may not be less than 60% of that of a State teacher. Teachers in an approved school receive a bonus of 30% of their basic salary in the event of having discontinuous hours of service.

In common with all employees teachers in private schools receive an annual bonus amounting to one-twelfth of their annual salary.

## AUSTRALIA

From the reply sent by the Commonwealth Office of Education.

### SALARIES

Under the Commonwealth Constitution, education is the responsibility of the states (New South Wales, Victoria, Queensland, South Australia, Western Australia, and Tasmania), although the Commonwealth Government is responsible for education within its own territories and, by the constitutional amendment of 1946, is empowered to provide financial assistance to students.

Schooling in Commonwealth territories is provided by special arrangements. In two territories a state acts as the agent of the Commonwealth: New South Wales in the Australian Capital Territory and South Australia in the Northern Territory. In Papua and New Guinea, as in Nauru, the Department of Education is under the control of the Administrator, who is responsible to the Commonwealth Government. Schools for aborigines in the Northern Territory are conducted on behalf of the Administrator by the Commonwealth Office of Education. The Commonwealth meets the full cost of education in these territories, which includes the payment of teachers' salaries.

Government schools, both primary and secondary, in each state are administered under the authority of acts of the state parliaments by a department of the state government, known as the Education Department or Department of Public Instruction. These departments pay the salaries of their teachers, but teachers are subject to somewhat different regulations from other public servants in respect of such matters as leave, pensions, rights of appeal, transfer, and promotion.

Teachers may have a "temporary" or "permanent" status. Almost all male teachers and the majority of female teachers have "permanent" status, which entitles them to contributory superannuation benefits (usually compulsory), right of appeal against dismissal (dismissal of permanent teachers is rare, and usually for gross misconduct), and right of appeal against being passed over for promotion to senior positions.

There is no uniform salary scale throughout Australia. In South Australia and Victoria, salaries are fixed by Teachers' Tribunals, in Western Australia by the Public Service Appeal Board, in Queensland by the Industrial Court, in New South Wales by agreement with the N.S.W. Public Service Board (from which appeal goes to the State Arbitration Court), and in Tasmania by government regulation. Salaries of teachers employed directly by the Commonwealth are fixed by the Commonwealth Public Service Board, from which appeals go to the Public Service Arbitrator. Salary levels do tend, however, to some measure of equality, because



anomalies between states are frequently cited before salary fixing tribunals as grounds for adjustment.

The following are the "scale" salaries as at 1st November, 1952, in the various states—to which the appropriate cost-of-living allowances must be added. Female rates are shown in brackets.

### New South Wales

The certificated teacher is one who holds the "Leaving Certificate (Matriculation)" and has satisfactorily completed at least two years' teacher training. Commencing salary depends upon the number of years of training (four-year-trained teachers are employed almost exclusively in secondary schools).

Some uncertificated and conditionally certificated teachers are employed. These are untrained teachers or teachers who have failed to complete their course satisfactorily. The minimum salary is the same as for two-year-trained teachers but the maximum is much lower.

(a) *Assistant teachers, two-year-trained.* Beginning at £722 (£614) p.a., salaries rise by increments of £35 (£29) at first, and uneven increments later, for thirteen years to a maximum of £1032 (£877). Further progression without promotion is possible.

(b) *Higher positions.* Salaries higher than those for assistants are paid to headmasters and headmistresses and to teachers holding such special appointments as deputy-head, subject master and mistress of infants' department. Heads of primary schools receive up to £1492 (£1120). The latter rate applies to headmistresses of the largest infants' schools.

### Victoria

All primary assistants are classified, but teachers without a "Trained Primary Teachers' Certificate" or the equivalent may not proceed beyond the lowest class. A "Trained Primary Teachers' Certificate" may be gained by "Leaving Certificate" holders who have experience and have passed the necessary teachers' examinations. The salary range for classified teachers is £375/675 (£300/540) in ten increments. Promotion to grades higher than these depends upon vacancies and further examinations, but normally a teacher may expect to reach £775 (£620) within a reasonable time.

Primary headmasters receive up to £1175 (£970).

### Queensland

Assistants are classified in two classes—I and II—II being the lower. After serving a probationary period as "teacher-scholars", teachers fresh from training college are classified as Class II, on a salary range £569½/679½ (eight increments). A further examination is necessary for progression to Class I. Teachers may then proceed to £894½ (£814½) (six increments).

Head teachers of primary schools are paid in addition up to £250 (£200) in the largest schools.

### South Australia

There are three main categories of primary school assistants: unclassified, classified and certificated. A two-year trained teacher with a "Leaving (Matriculation) Certificate" would be "classified" and later can gain a "Teacher's Certificate".

Salaries are as follows: Unclassified £566/804 (£416/654) (8 increments); classified £647/867 (£496/716) (9 increments); certificated £661/1011 (£509/859) (13 increments).

Primary headmasters receive up to £1355 (£1000).

### Western Australia

Minimum salary for a teacher who has successfully completed a college course of training is £640 (£570) rising by annual increments over eight years to £745 (£695). To advance beyond that rate, teachers must pass a departmental examination which permits them to progress by ten annual increments to £850 (£780). Headmasters receive an allowance, in addition to the salary for assistants, rising to £260 (£210) for head teachers of larger schools.

### Tasmania

The salaries of both primary and secondary assistant teachers after two years' training range from £508 (£426) in the first year to £848 (£701) in the fourteenth year. Headmasters of primary schools are paid up to £1198 (£906), depending upon the size of the school.

Cost-of-living allowance must be added to scale salaries in each state. On 1st November, 1952, they were as follows: New South Wales £55 (£44); Victoria £366 (£293); Queensland £107 (£107); South Australia £13 (£9); Western Australia £188 (£150); Tasmania £270.8s. (£202.16s.).

Teachers in special schools for abnormal children receive allowances up to £50 per annum.

In all states, teachers' college students receive allowances. At November, 1952, these allowances during the first two years ranged from £112 to £258 for unmarried trainees living at home.

The period of incrementation before the maximum salary is reached is usually fourteen to sixteen years.

### ALLOWANCES

Men and women teachers in public primary schools have the right to the following supplementary payments:

(a) *Cost-of-living allowance.* Cost-of-living adjustments are made to salaries of teachers in the same way as they are made to the wages and salaries of nearly all employees in Australia. The amounts added in June, 1949, are shown above.

(b) *Special "area" allowances.* These are paid in certain areas in all states and range from £12 to £170 per annum.



(c) *Travelling expenses.* Travelling expenses are paid generally when the teacher is moved by instruction of the Education Department but usually not when the teacher is transferred at his own request.

(d) *Excess board allowance.* In three states at least, additional allowance may be paid to compensate a teacher for excess board or rent which he has to pay as a result of a transfer.

(e) *Rent allowance.* In all states, many headteachers in country areas live in departmental residences for which a low rental is usually charged. In Queensland no rent is charged and if a residence is not provided the headteacher may receive an allowance up to £52 p.a. in lieu.

The above allowances are all paid by the state Education Departments. In addition, teachers, like other citizens, may receive child endowment. Income tax is not payable in some Commonwealth Territories.

No special privileges are granted to the teaching profession. In some states, fees for a first university degree are paid by Education Departments.

### ADDITIONAL SALARIED ACTIVITIES

In general, regulations forbid public school teachers to engage in other salaried activities without written permission from the Education Department which employs them.

### HOURS

The majority of the states lay down five hours' instruction a day (four in lower classes). Lessons are given generally from 9 or 9.30 a.m. to 3.30 or 4 p.m. on five days each week.

Teachers are generally required to be on duty in the morning half an hour (in some states a quarter of an hour) at least before the commencement of instruction.

These are no legislative provisions concerning the time that teachers must spend on the preparation of their lessons. All teachers must keep record on set dates, either weekly or monthly, of the future plan of work for a specified period. Headmasters in some states must reserve part of the week to the teaching and instruction of student teachers and junior staff.

Teachers have about ten weeks' leave a year on full pay. In some states teachers in remote areas receive up to an extra week's leave. In addition, most States and the Commonwealth provide long service leave on full pay, usually on the basis of three months for every ten years' service.

### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

There is in force in every state a system of superannuation which is either compulsory or customary. In most states the superannuation fund is administered by a statutory board on which teachers are represented.

The conditions of superannuation vary from state to state. The following rules generally hold: (a) All permanent staff are eligible for

superannuation ; (b) the scale of pensions depends upon the scale of contributions which is determined by reference to the teachers' salary. The pension is usually about one half of the salary ; (c) no deposit is required ; (d) teachers' contributions are deducted from salary ; (e) the employing authority also contributes.

Conditions of sick leave vary from state to state. The Education Department may grant full salary for fourteen days' sick leave each year, which may be cumulative up to six months, if unused. After this period a teacher may receive half pay for a further period and sometimes one-third pay for a further period. These amounts may be supplemented by payments from contributory funds.

Widows and orphans are provided for by the superannuation funds.

Teachers are assured of continuous employment, but are eligible for the same unemployment benefits as other citizens.

#### FOREIGN TEACHERS

There is a teachers' exchange scheme with Canada, New Zealand, South Rhodesia, Union of South Africa, and the United Kingdom. In South Australia, moreover, qualified single women teachers up to 40 years of age, with at least five years' teaching experience in the United Kingdom, may be appointed in primary schools for not less than three years, their salary and transportation being paid by the state Education Department.

#### PRIVATE SCHOOLS

In Queensland the salaries of teachers in private schools are fixed by the Industrial Court. There are few subsidized schools except in New South Wales, where the state contributes a fixed sum towards the salary of the teacher in these schools. This salary is not subject to the salary determinations for government schools.

Other private schools are not subject to any externally prescribed salary scales for their teachers.



## AUSTRIA

From the reply sent by the Ministry of Education

## SALARIES

The majority of public primary teachers in Austria rank as officials of the various federated states (*Bundesländer*). The only State officials among them are the teachers in the schools attached to the State normal schools (*Bundeslehrerbildungsanstalten*) and in the State establishments for the blind and the deaf-and-dumb. Some kindergarten mistresses rank as communal officials. Primary teachers of all categories either have the conditions of service of officials proper, or are engaged on contract. Their salaries are in principle paid by the authority (the State, the federated state, or the commune, as the case may be) employing them, but at the present time it is the State which is responsible for all salaries except those of kindergarten mistresses.

As fixed by the law dated 12th December, 1946 (see *Bundesgesetzblatt* No. 22/1947), the primary teacher salary scale is as follows :

PRIMARY TEACHER SALARY SCALE  
(schillings per annum)

Service	Primary Teachers		Kindergarten and Handicraft Mistresses	
	Officials	Contract	Officials	Contract
1 and 2 years . . .	2880	3120	2400	2556
Over 2 years . . .	3072	3408	2544	2784
Over 4 years . . .	3264	3696	2688	2988
Over 6 years . . .	3456	3984	2832	3192
Over 8 years . . .	3648	4272	2976	3396
Over 10 years . . .	3840	4560	3120	3600
Over 12 years . . .	4080	4848	3264	3804
Over 14 years . . .	4440	5139	3408	4008
Over 16 years . . .	4800	5424	3552	4212
Over 18 years . . .	5160	5612	3696	4416
Over 20 years . . .	5520	6000	3840	4620
Over 22 years . . .	5880	6288	3984	4824
Over 24 years . . .	6240	6576	4176	5028
Over 26 years . . .	6600	6844	4368	5232
Over 28 years . . .	6960	7152	4560	5436
Over 30 years . . .	7320	7440	4752	5640
Over 32 years . . .	—	—	4944	—
Over 34 years . . .	—	—	5136	—

Each of the above categories of teachers receives a bonus on the 1st of June and again on the 1st of December each year, of one-twenty-fourth of their annual salary, making in all one extra month of salary each year.



Suitably qualified teachers in the senior and special primary schools receive the following annual supplements :

Service	Primary Teachers	
	Officials	Contract
Up to 10 years . .	360 s.	384 s.
11-22 years . . .	540 s.	576 s.
Over 22 years . .	720 s.	768 s.

Headmasters receive annual supplements varying in amount according to the number of classes in their school, as follows :

School	Officials		Headmasters	
	Min.	Max.	Min.	Max.
Senior primary . . . . .	480 s.	1080 s.	504 s.	1140 s.
Primary . . . . .	360 s.	840 s.	384 s.	888 s.
Kindergarten . . . . .	180 s.	720 s.	192 s.	768 s.

Students and pupil-teachers do not take part in the teaching.

Promotion from one salary level to the next is made automatically every two years.

Primary teachers attain their maximum salary after thirty years' service, kindergarten and handicrafts mistresses excepted, in whose case the corresponding period is thirty-four years.

The distribution of primary staff by category is as follows :

#### DISTRIBUTION OF PRIMARY STAFF BY CATEGORY

Category	Number	% of Total Staff	
		Teachers	Headteachers
Primary teachers . . . . .	21,327	53	14
Senior primary teachers . . . . .	6,076	17	12
Special school teachers . . . . .	608	1.8	0.2
Kindergarten mistresses . . . . .	3,900	9	3
	<u>31,911</u>	<u>80.8</u>	<u>19.2</u>

#### ALLOWANCES

At the present time all teachers receive a cost-of-living allowance amounting to 270% of their salary. In the lower categories a supplement brings minimum salary to roughly 12,000 s. a year. All teachers receive a lodging allowance of 30 s. a month. If through shortage of accommodation a teacher has to live separated from his family, he receives a supplementary allowance.

Married primary teachers receive an allowance of 65 s. a month for their wife and for each child, and a food allowance of 105 s. a month for each child.

Family allowances are not usually paid for children over eighteen years of age, but this limit may be extended to twenty-four in the case of children whose vocational training is being completed, and even later in the case of children unable to earn their own living.



### FOREIGN TEACHERS

In accordance with the primary education act, all teachers in government-inspected schools must be of Belgian nationality.

So far as the approved and subsidised private schools are concerned, the position in this respect as on the 1st January, 1914, has been maintained.

### PRIVATE SCHOOLS

The teachers in all three types of school in Belgium, as given in the first paragraph, are subject to the same regulations and enjoy the same privileges. The only exceptions to this rule are that the salaries of teachers of religion amount to one-half those of other teachers, and that teachers in approved and subsidised private schools have no pension rights.

## BOLIVIA

From the reply sent by the Ministry of Education <sup>1</sup>

### SALARIES

Public primary teachers in Bolivia rank as State officials. Their appointments are made permanent after five years' service or their certification. Their salaries are paid by the government.

The basic monthly salaries of primary teaching staff are as follows :

	Bolivianos
Headmasters in large towns and certain frontier areas (1st class) . .	5448
Primary teachers in large towns and certain frontier areas . . . . .	3120
Headmasters in the provinces and certain frontier areas. . . . .	3168
Primary teachers in the provinces and certain frontier areas . . . . .	2184
Headmasters of rural school centres. . . . .	4200
Teachers of rural school centres . . . . .	2340
Teachers of school units . . . . .	1848

Promotion to a higher post is by competition, account being taken of a candidate's length of service, general and professional training, publications, etc.

Primary teachers are classified into five salary grades. Those in the lowest grade, the fifth, receive the basic salary. Each advance in grade brings an increment of 300 bolivianos a month, such advance being granted on the basis of qualifications, teaching ability, and length of service. Holders of the normal school diploma begin in the fourth grade, while supply teachers reach that grade after ten years' service.

### ALLOWANCES

Public primary teachers are entitled to an annual bonus, which is paid in kind or in the form of a supplement generally amounting to a minimum of 50% of salary.

A family allowance scheme is in course of preparation.

Like other officials, teachers are entitled to travelling and cost-of-living allowances.

<sup>1</sup> Based on data available in 1950.



Almost every school has accommodation for the headmaster, for which he pays rent.

Service travelling expenses are met either by the *Bundesland* or the State.

All allowances are paid by the salary-paying authority.

#### ADDITIONAL SALARIED ACTIVITIES

Primary teachers are allowed to take evening classes in addition to their ordinary duties. They are required to inform the authorities, however, before taking up any salaried activity lasting over four weeks.

Primary teachers may become members of the national or *Bundesland* parliament, and are then excused all teaching duties but continue to receive their full salary. They may take up any private salaried activities, provided they inform the authorities. The only exceptions are activities likely to prejudice the good name of the teaching profession.

#### HOURS

The number of hours per week a teacher has to work, varies according to *Bundesland* and the nature of his duties, as follows: (a) twenty-six to thirty hours for primary teachers; (b) twenty-one to twenty-eight hours for senior primary teachers; (c) twenty-six to thirty hours for handicrafts mistresses; (d) thirty-six to forty hours for kindergarten mistresses.

Teachers are required to supervise the pupils on their arrival and departure and during the school breaks. No regulations exist as to the exact time a teacher should be present before lessons begin, but in practice it is a matter of not less than fifteen minutes.

The regulation number of hours is not inclusive of the time teachers should devote to preparation of lessons and correction of homework, and such time is unpaid.

Primary teachers enjoy the following holidays: (a) the summer holiday, from the end of the first week in July to the end of the first week in September; (b) the Christmas holiday, from the 24th December to the 2nd January; (c) the Easter holiday, from Palm Sunday to Easter Tuesday inclusive. Other holidays are the 6th January (Epiphany), the 1st May (the national holiday), Ascension Day, Whit Monday, Corpus Christi, the 29th June (St. Peter and St. Paul), the 1st November (All Saints), the 2nd November (All Souls), the 8th December (Immaculate Conception), and the national saint's day. There are also two days of holidays before mid-term (the Saturday before the 16th January).

All holidays are fully paid.

#### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

Primary teachers are compulsorily insured for illness, disability and pension, with a State-guaranteed company.

Teachers who are *Bundesland* officials are entitled to retire on pension after ten years' service, and teachers employed on contract after having

paid one hundred-and-eighty monthly contributions to the insurance fund and reached the age of sixty-five (men) or sixty (women).

The amount of the pension of teachers who are *Bundesland* officials varies according to their last salary and their length of service. It is calculated on the basis of 78.3% of last salary. Teachers receive 40% of this basis after ten years of service and 2% for each year of service thereafter. They thus reach their maximum pension after forty years of service.

The minimum pension of a teacher employed on contract is 411 s. a month and the maximum 1220 s.

Teacher-officials contribute 4% of salary to the pension fund. Teachers on contract pay 5% of salary and their employers an equal amount.

All primary teachers are required to pay income tax, professional tax, and contributions to the old-age pension and the sickness fund and the housing reconstruction fund (*Wohnhaus-Wiederaufbaufonds*).

Teacher-officials are insured against illness from the very beginning of their appointment, but teachers on contract only after having paid six monthly contributions.

In case of illness, teachers on contract receive full salary for a period varying from six weeks to six months, according to length of service, then half salary for a similar period, and thereafter sickness benefit from the insurance fund to a maximum of 75% of salary.

Contributions to the sickness insurance fund for officials amount to 4.4% of salary, and those to the sickness insurance fund for teachers employed on contract to between 7.5% and 9.25%. In both cases the employer pays one half.

The pension of the widow of a teacher-official amounts to 50% of the deceased's pension at the time of his death, and that of his orphans to 25%.

These two percentages, in the case of teachers employed on contract, are 50% and 40% respectively.

#### FOREIGN TEACHERS

Foreign nationals are eligible to teach only in private schools. Their contracts of service are the same as those of Austrian nationals.

#### PRIVATE SCHOOLS

All private schools, aided and non-aided alike, are subject to State inspection. The contracts of service, however, of the staffs of such schools are not subject to any specific regulations. The general law concerning social insurance for employees applies to these staffs, and the insurance rates are the same as those for primary teachers employed on contract in public schools.



## BELGIUM

From the reply sent by the Ministry of Education

### SALARIES

There are three categories of government-inspected primary and nursery-infant schools in Belgium :

- (a) communal schools directed by the communal authorities,
- (b) approved private schools directed privately, but in part maintained by the communal authorities, and
- (c) subsidised private schools directed privately and quite independent of the communal authorities.

Teachers for the communal schools are appointed by the communal authorities, and rank as communal officials. Their conditions of employment are sanctioned by communal legislation.

Teachers in the approved and subsidised private schools are appointed by the managing boards of these schools. Their conditions of service are regulated in accordance with the 1922 contract of employment act.

As a general rule, teachers in the communal and approved schools are paid by the communal authorities, and those in the subsidised private schools by the managing boards of these schools.

The government makes a grant equal in amount to the salaries as fixed by law of qualified teachers, such amount being paid direct to them.

Salary scales, which the education authorities are compelled to apply, are determined by law. Such scales comprise :

- (1) salary proper, consisting of basic salary plus service increments,
- (2) headships allowance, and
- (3) allowance for possession of certain diplomas or certificates of recognised professional value.

In the final analysis primary teachers' salaries are fixed by the law dated 30th June, 1951. It lays down three scales of salaries and headship allowances, corresponding to the following three categories of communes : (1) communes of up to 50,000 inhabitants ; (2) communes of 50,000 to 100,000 inhabitants ; (3) communes of over 100,000 inhabitants.

The basic salary of men and women primary teachers amounts to 56,400 francs a year in categories (1) and (2), and 57,840 francs in category (3), while that of nursery-infant mistresses amounts to 48,960 francs, 49,200 francs, and 50,400 francs respectively in the three categories.

Seven two-yearly and four three-yearly service increments are made, which bring salary proper after 26 years' service to the following levels :

(1) communes of up to 50,000 inhabitants : 102,480 francs (primary teachers) and 88,800 francs (nursery-infant mistresses) ;

(2) communes of 50,001 to 100,000 inhabitants : 103,440 francs (primary teachers) and 89,040 francs (nursery-infant mistresses) ;

(3) communes of over 100,000 inhabitants : 109,200 francs (primary teachers) and 93,840 francs (nursery-infant mistresses).

Headship allowances vary according to the category of the commune, and also according to the number of classes involved. Such allowances are reduced by one half if the headmaster has accommodation from the commune.

#### ANNUAL SALARIES AND HEADSHIP ALLOWANCES

Service	<i>Lay Primary Teachers</i>			<i>Lay Nursery-infant Mistresses</i>		
	Communes of			Communes of		
	Up to 50,000 inhabit.	50,001 to 100,000 inhabit.	Over 100,000 inhabit.	Up to 50,000 inhabit.	50,001 to 100,000 inhabit.	Over 100,000 inhabit.
	Fr.	Fr.	Fr.	Fr.	Fr.	Fr.
0 years . .	56,400	56,400	57,840	48,960	49,200	50,400
2 years . .	60,240	60,480	62,400	52,320	52,560	54,240
4 years . .	64,080	64,560	66,960	55,680	55,920	58,080
6 years . .	67,920	68,640	71,520	59,040	59,280	61,920
8 years . .	71,760	72,720	76,080	62,400	62,640	65,760
10 years . .	75,600	76,800	80,640	65,760	66,000	69,600
12 years . .	79,440	80,880	85,200	69,120	69,360	73,440
14 years . .	83,280	85,680	90,000	72,480	73,680	77,520
17 years . .	88,080	90,480	95,280	76,560	78,000	82,080
20 years . .	92,880	95,280	100,560	80,610	82,320	86,640
23 years . .	97,680	100,080	105,840	84,720	86,640	91,200
26 years . .	102,480	103,440	109,200	88,800	89,040	93,840
<i>Headship Allowances</i>						
No of Classes						
1 to 3 . . .	6,720	7,200	7,440	5,760	6,240	6,480
4 to 6 . . .	10,080	10,800	11,280	8,640	9,120	9,600
6 to 9 . . .	13,440	14,160	14,880	11,520	12,000	12,720
Over 9 . . .	16,800	17,760	18,720	14,400	15,120	15,840

Specialist teachers are paid according to the number of periods they have and their speciality. The scale in their case is 3% or 4% of the primary teacher's scale per period of 60 minutes (50 minutes in the case of teachers of gymnastics) per week.

Married and bachelor accommodation allowances are payable in respect of salaries not exceeding 70,320 francs per annum. The legislation governing the conditions under which these allowances are granted is due for early revision. The amount of these allowances varies according to the size of the commune.

The number of teachers on each salary level has not been established. The number and percentage of teachers according to years of service is as follows :



### ADDITIONAL SALARIED ACTIVITIES

Nursery-infant and primary teachers may be required to take evening literacy or continuation classes, and are entitled to become journalists, give private lessons, teach in private schools, and so on, provided the times of such activities do not clash with their ordinary teaching hours.

### HOURS

Primary staffs are required to work twenty-eight hours a week, and to make written preparation for their lessons.

Their holidays, in practically all parts of the country, last two months and a half, and are fully paid.

### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

Primary teachers are covered by a superannuation and widows pensions scheme, and enjoy certain privileges in the event of illness or death. The cost of the scheme is shared between the government and the teachers. Teachers pay monthly contributions into the national teachers pensions fund (*Caja Autónoma de Pensiones et Jubilaciones del Magisterio Nacional*).

Teachers are entitled to retire on a pension after twenty-five years' service, equal in amount to their last salary. Alternatively, they may retire on pension after not less than fifteen years' pensionable service, such pension being calculated in accordance with the following scale :

PENSION SCALE			
Years of Service	% of Last Salary	Years of Service	% of Last Salary
15	60	21	84
16	64	22	88
17	68	23	92
18	72	24	96
19	76	25	100
20	80		

Teachers' contributions to the pensions fund amount to 10% of salary, retained monthly at source.

Women teachers are granted sixty days' fully paid maternity leave.

The heirs of a deceased teacher receive an indemnity of 40,000 bolivianos.

### FOREIGN TEACHERS

Foreign nationals may obtain permission to teach in a public primary school. Some are engaged on special contract by the government.

### PRIVATE SCHOOLS

Private schools are subject to inspection by the education authorities, and to audit by the Bolivian central inspectorate (*Controlaría General de la República*).

## BRAZIL

From the reply sent by the Ministry of Education and Health

### SALARIES

Primary education in Brazil is decentralized. Primary teachers therefore rank as officials of the federated states or the municipalities. The salaries of teachers working in a school under the jurisdiction of a state are paid by that state, and those of teachers working in a school under municipal jurisdiction by the municipality. Cases where state and municipality are jointly responsible for teachers' salaries are rare. The federal government itself has only a very limited number of primary teachers under its jurisdiction, and they are attached to such establishments as the institute for the blind, the institute for the deaf-and-dumb, and the social service courses for the protection of minors. Permanency of tenure for public teachers is guaranteed by the law, and thus primary teachers (uncertificated ones temporarily appointed to meet a shortage of qualified staff excepted) may be dismissed the service only for grave misconduct.

Salary scales are not uniform throughout the country. Each state or commune has its own scales embracing three or four grades or categories. In the poorer areas, more especially in the north and north-west, the commencing salary of a primary teacher does not exceed 600 cruzeiros a month. In the more favoured areas, on the other hand, primary teachers are better paid; in the federal district, for example, a primary mistress receives 1950 cruzeiros a month while she is on probation, and a commencing salary of 2990 cruzeiros a month when her appointment is made permanent. The average for the whole country is in the region of 1000 cruzeiros a month. For purposes of comparison it may be noted that a clerk receives between 600 and 700 cruzeiros a month and a factory worker slightly less than this.

Promotion depends in general on two factors: years of service and professional capacity. In some of the federated states, however, only the first of these two factors is operative. In the federal district, for instance, primary teachers automatically receive an increment every five years of 20% of commencing salary, and their salary is thus doubled on completion of twenty-five years' service.

### ALLOWANCES

All the federated states make regular allowances for cost-of-living and family responsibilities. Some of them, as for example the federal district, grant all their officials, including primary teachers, family allowances. Others, as for instance the states of São Paulo and Santa Catarina, grant lodging allowances.



Cost-of-living allowances are not generally considered to be necessary, as primary teachers are locally recruited and are thus in a position to maintain their customary standard of living.

With the aid of funds placed by the federal government at the disposal of the states through the intermediary of the *Instituto Nacional de Estudos Pedagógicos*, an increasing number of schools are being built with accommodation for teachers.

Teachers enjoy the same advantages as other officials, such as transfer allowances. Special facilities for the education of their children do not prove necessary, as public primary education is free, and fees for public secondary and higher education are very low and admission is through entrance examination.

#### ADDITIONAL SALARIED ACTIVITIES

Public teachers are entitled to assume additional duties (remunerated at varying rates according to area) in public education, either in evening classes or adult courses. They may also be elected deputy or member of the municipality, and accept an administrative post in provincial or local government service. They are not prevented by any legal provisions from taking up other salaried activities (publication, private lessons, commerce), provided such activities do not interfere with their ordinary work.

#### HOURS

The number of periods primary teachers are required to teach a week varies from state to state. It is never above twenty in the federal district, and is twenty-seven in the state of Santa Catarina. No legal provisions proper exist requiring teachers to be at school before the arrival or after the departure of the pupils, but in some states instructions issued by the local education authorities require teachers to be present at school fifteen minutes before classes begin.

Headmasters and inspectors guide and supervise teachers in their work and ensure its efficiency, but no regulations exist concerning the time teachers should devote to preparation of lessons and correction of homework.

Apart from the weekly holidays (which in some states, as for example those of Paraná and Santa Catarina, are limited to Sunday, and in others, the federal district for instance, include Thursday), there is the winter vacation lasting fifteen to thirty days according to state, and the summer vacation lasting forty-five to sixty days. Catholic and national holidays, moreover, amounting to six days in all, are observed throughout the country.

All holidays are fully paid.

#### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

All occupations, whether organised at the level of the federal government or the local authorities, are covered by social insurance. Primary teachers have an insurance scheme (*Montepio*) administered by the state

or municipality, to which they make contributions amounting to 5% or 6% of salary, and which enables them after twenty-five years' service to retire on full salary.

In the event of disability arising through illness or accident, insured persons receive a pension proportionate to years of service.

In some states insurance benefits also include, without additional contribution, medicaments, medical attention, and periods free of charge or at a reduced rate at a convalescent home.

Widows and orphans pensions are proportionate to the salary of the insured person. It should be noted, however, that almost all primary teachers are women.

As already noted, public teachers are guaranteed permanency of tenure. The problem of unemployment therefore does not arise and no provision for unemployment allowances has been made in their case.

### FOREIGN TEACHERS

In accordance with instructions issued by the federal government, only Brazilian nationals may teach in public or private primary schools. Some states accept qualified primary teachers from other Brazilian states, more especially if they lack teaching staff. The state of São Paulo and the federal district have an excess of qualified teachers and accept only their own citizens.

### PRIVATE SCHOOLS

Private schools are inspected by the state or the municipal authorities. Teachers in such schools generally receive lower salaries than their colleagues in the public schools, but benefit in common with all wage earners from the social insurance schemes.



## BULGARIA

From the reply sent by the Ministry of Education <sup>1</sup>

### SALARIES

Primary teachers in Bulgaria are State officials. They are appointed on a permanent basis (the contract system does not exist) by the local people's committees. Their salaries are paid by the government.

The commencing salary of teachers in children's homes and primary schools is 110,400 levas per annum, and that of teachers in pre-secondary schools 117,300 levas per annum. Teachers of abnormal children have the same salary conditions as teachers of normal children. The headmaster of a primary or a pre-secondary school receives the salary of a teacher in such a school increased by 15% to 25% according to the number of classes in his charge.

Teachers are entitled to five five-yearly increments of 500 levas per month. After four years' satisfactory service, they are promoted one grade, which brings an increase of salary of 500 levas per month; they may be promoted in this way up to four times during their teaching career. Teachers thus serve at least twenty-five years before attaining their maximum salary.

### ALLOWANCES

Married teachers receive a monthly allowance of 300 levas for the first child, 400 for the second, and 500 for each subsequent child.

Increases in the price of bread are compensated by allowances of from 150 to 450 levas per month.

Teachers in frontier areas are considered as being on national service for forty-five days, and receive a bonus amounting to 50% of salary.

All the above allowances are paid by the government. Teachers are entitled to a reduction three times a year of 30% on the Bulgarian railways.

Tuition is free at secondary and university level for the children of teachers.

### ADDITIONAL SALARIED ACTIVITIES

Primary teachers are permitted to be treasurer of a cooperative, or member of its executive committee, of a people's committee, or of parliament, and to draw the salary pertaining to such office.

They may also engage in compiling textbooks, teaching handbooks, etc., and are paid for such work according to a special scale.

<sup>1</sup> Based on data available in 1950.

## HOURS

Each primary teacher is in charge of a class, and is required to teach the number of hours as laid down in the time-table of that class, i.e., twenty-three hours a week in the 1st and 2nd class, twenty-five in the 3rd, and twenty-six in the 4th. Pre-secondary teachers are required to work twenty-four hours a week.

Teachers are required by regulations to be present at school not less than fifteen minutes before lessons begin. No time is specified for preparation of lessons or correction of homework.

Teachers enjoy leave with pay during the spring, summer and winter. No leave is granted except for illness, while the school is open.

## PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

Primary teachers and their families are entitled to free medical attention at all hospitals, sanatoria, spas and convalescent centres coming within the orbit of the public insurance scheme, and at all medical establishments subsidized by the government or the people's committees.

At the convalescent centres belonging to the educational workers' and officials' association, teachers receive an allowance amounting to two-thirds of the expenses of convalescence.

It may thus be said that in practice teachers have free access to all hospitals, doctors, spas and convalescent centres.

They receive free medicine and medical care.

Women teachers are entitled to three months' maternity leave, and an allowance for the child's clothing.

Teachers who are dismissed on account of illness or the suppression of their post, and who have served for not less than three years, receive an indemnity amounting to one and half months' salary.

Teachers are entitled to retire on pension at fifty-five years of age, after twenty-five years' service. Such pension is calculated according to a definite formula and amounts to a maximum of 80% of their average salary, or of 18,000 levas per month, whichever is the less. Contributions to the pensions fund are paid by the government, and amount to 20% of salary.

Teachers dismissed on account of illness or the suppression of their post, reduced to a lower grade, or compulsorily retired, receive an allowance from the Ministry of Education assistance fund.

On the death of a retired teacher, his heirs (i.e., widow, widower, children, parents, brothers and sisters) are entitled to a pension amounting to between 30% and 50% of the deceased's pension, according to degree of kinship, and to a lump sum of 50,000 levas from the Ministry of Education assistance fund.

## FOREIGN TEACHERS

Foreign nationals are permitted to teach in primary and pre-secondary schools only with the special authorization of the Council of Ministers. If thus authorized, they work under precisely the same conditions as their Bulgarian colleagues.

## PRIVATE SCHOOLS

No private schools exist for the children of Bulgarian nationals.



## BURMA

From the reply sent by the Ministry of Education and Local Government

### SALARIES

Public primary school teachers in Burma are considered to be State officials, and as such are paid by the State according to a scale uniform throughout the country.

For duly qualified headmasters, salary begins at 90 kyats (1 kyat = 1 rupee) per month, and rises by annual increments of 5 kyats a month to a maximum of 130 kyats a month. For assistant teachers, salary begins at 70 kyats a month, and rises by annual increments of 5 kyats a month to a maximum of 110 kyats a month.

Promotion is given according to qualifications and seniority, and when vacancies occur.

Before reaching the maximum salary, a headmaster has to serve as such for eight years, and an assistant has to serve for five years.

The salary scales for women teachers are the same as those for men teachers.

### ALLOWANCES

At present, teachers receive from the State a cost-of-living allowance. No provision is made by the law for this allowance to be paid in kind.

### ADDITIONAL SALARIED ACTIVITIES

Teachers can give private tuition provided it does not interfere with their legitimate duties. They are permitted to write textbooks with the sanction of the competent authority, but are not allowed to retain an interest in the sale of books. Copyrights must be sold outright. Teachers have not the right to carry on their functions as primary school teachers in conjunction with other official functions.

### HOURS

The law requires of teachers not less than twenty hours' attendance per week (two hours each morning and evening for five days a week).

Teachers are not required to be in school before the arrival and after the departure of their pupils, or to spend a definite amount of time on the preparation of their lessons and on the correction of homework.

The fully paid holidays comprise casual leave for not more than ten days, two months' vacation, and all gazetted holidays observed in public offices.

### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

The teachers may subscribe to the General Provident Fund administered by the State. They have the right to a pension on completion of ten to twenty-five years' service on attaining the age of fifty-five. The amount of such pension is the last three years' average pay multiplied by the number of years' service and divided by 60.

Teachers appointed substantively in State schools can obtain sick leave with pay, on presentation of a medical certificate, to the extent admissible under the rules.

Limited monetary grants are given from the Burma government-servant compassionate fund to widows and orphans.

### FOREIGN TEACHERS

Nationals from other countries are admitted as teachers if they elect to become Burma nationals, and they are then entitled to the same privileges as the latter.

### PRIVATE SCHOOLS

Teachers in private schools do not receive any pay or pension from the government and they are not bound by any rules and regulations passed by it. No State aid is given at present to private schools.



## CAMBODIA

From the reply sent by the Ministry of National Education, Youth and Fine Arts

### SALARIES

Public primary teachers in Cambodia rank as government officials, irrespective of whether they are appointed on a temporary basis or belong to one of the permanent categories of primary teachers (instructors, auxiliary primary teachers, second category teachers, higher category teachers and inspectors).

Those on a temporary basis are engaged for a fixed period varying according to circumstances, and may be dismissed without notice. Such period is generally a school year.

Those in the higher and second categories are appointed on the basis of their qualifications, of competitive examination, or of selection among the normal school graduates. They are all guaranteed permanency of tenure and retirement pension, except where disciplinary action, as defined in regulations, has to be taken.

The salaries of all primary teachers, whether temporary or permanent, are paid by the government.

Their salary scales are uniform throughout the country. Men and women are on the same scales, differences in salary depending, not on sex, but on differences of category, and they are covered by the same statutes.

The higher category comprises the primary inspectors and the teachers holding the baccalaureate certificate. The second category comprises those teachers who have passed the Franco-Khmer secondary school leaving certificate (3rd year, short course), auxiliary teachers holding the Franco-Khmer continuation school leaving certificate, and the instructors of Khmer (who are generally appointed competitively and as a rule teach the classes for which the medium of instruction is the national language).

### ANNUAL SALARY SCALES

#### A. Higher Category

#### Inspectors and Teachers

	Piastres		Piastres
Probationers (or 4th class).	54,000	Principal, 3rd class . . .	72,000
3rd . . . . .	58,500	Principal, 2nd class . . .	78,000
2nd class . . . . .	63,000	Principal, 1st class . . .	84,000
1st class . . . . .	67,500		

*B. Second Category*

## Teachers (Men and Women)

	Piastres		Piastres
Probationers . . . . .	36,000	Principal, 3rd class . . .	52,200
4th class . . . . .	39,000	Principal, 2nd class . . .	56,400
3rd class . . . . .	42,000	Principal, 1st class . . .	60,600
2nd class . . . . .	45,000	Principal, hors classe . .	64,800
1st class . . . . .	48,000	Principal, h. cl. after 2 yrs	69,000

## Auxiliary Teachers (Men and Women)

	Piastres		Piastre
Probationers . . . . .	30,000	Principal, 3rd class . . .	42,900
4th class . . . . .	32,400	Principal, 2nd class . . .	46,800
3rd class . . . . .	34,800	Principal, 1st class . . .	50,700
2nd class . . . . .	37,200	Principal, hors classe . .	54,600
1st class . . . . .	39,600	Principal, h. cl. after 2 yrs	58,500

## Instructors of Khmer

	Piastres		Piastres
Probationers . . . . .	24,000	1st class . . . . .	31,000
5th class . . . . .	25,000	Principal, 3rd class . . .	33,000
4th class . . . . .	27,000	Principal, 2nd class . . .	35,000
3rd class . . . . .	28,000	Principal, 1st class . . .	37,000
2nd class . . . . .	30,000	Principal, hors classe . .	39,000

Teachers engaged on a temporary basis rank as attached staff and are paid monthly. Their contract generally covers one school year, and their holidays are thus fully paid.

Their monthly salaries are as follows :

	Piastres
Temporary teachers . . . . .	1200
Auxiliary temporary teachers . . . . .	1050
Temporary instructors . . . . .	1050

Pupil-teachers receive salaries varying in amount with qualifications (professional training class at the normal school, Franco-Khmer secondary school leaving certificate, graduates of the emergency teacher training courses).

Their monthly salaries are as follows :

	Piastres
Certificated pupil-teachers, normal school trained *	1200
Uncertificated pupil-teachers, normal school trained *	1050
Pupil-teachers, emergency trained . . . . .	420

\* All normal school trained pupil-teachers hold a scholarship covering a boarding allowance of 400 piastres a month.

Promotion is by selection or length of service. A teacher must have a minimum of two years' service in any given grade to be promoted by selection, and of three years' service to be promoted on the basis of length of service. Seventy per cent of the teachers recommended for promotion are accepted, and three-quarters of such acceptances are based on selection. From the 1st class onwards, promotion is by selection only.

Teachers attain their maximum salary after a minimum of from fourteen to twenty years' service, according to category. Two-thirds of



them in practice attain their maximum in less than thirty years (the period required for retirement on pension), and half of them after twenty-five years.

In November, 1952, the distribution of primary staff by category was as follows:

*Inspectors:*

Principals, 1st class . . . . .	2
Principals, 3rd class . . . . .	1
1st class . . . . .	1
2nd class . . . . .	9
3rd class . . . . .	6
Probationers . . . . .	3
Total (=0.7%)	22

*Higher Category Teachers:*

1st class . . . . .	1
2nd class . . . . .	1
3rd class . . . . .	2
Probationers . . . . .	7
Total (=0.35%)	11

*Second Category Teachers:*

Principal, h. c. after 2 years	3
Principal, hors classe . . . . .	1
Principal, 1st class . . . . .	6
Principal, 2nd class . . . . .	12
Principal, 3rd class . . . . .	16
1st class . . . . .	36
2nd class . . . . .	51
3rd class . . . . .	31
4th class . . . . .	18
Probationers . . . . .	30
Total (=6%)	204

*Auxiliary Teachers:*

Principal, h. c. after 2 years	60
Principal, hors classe . . . . .	23
Principal, 1st class . . . . .	39
Principal, 2nd class . . . . .	50
Principal, 3rd class . . . . .	63
1st class . . . . .	96
2nd class . . . . .	153
3rd class . . . . .	239
4th class . . . . .	442
Probationers . . . . .	1231
Temporary . . . . .	232
Total (=73.5%)	2628

*Instructors of Khmer:*

Principal, 1st class . . . . .	2
Principal, 2nd class . . . . .	6
Principal, 3rd class . . . . .	7
1st class . . . . .	2
2nd class . . . . .	1
3rd class . . . . .	4
4th class . . . . .	43
5th class . . . . .	36
Probationers . . . . .	493
Temporary . . . . .	108
Total (=19.45%)	702

## ALLOWANCES

Primary education officials receive bonuses and allowances varying in amount according to their category, as follows:

**I. Annual Educational Bonus:**

Higher category inspectors and teachers . . . . .	Plastres 1800
Second category teachers (men and women) . . . . .	1200
Auxiliary teachers (men and women) . . . . .	600

**II. Annual Lodging Allowance:**

Inspectors, continuation courses . . . . .	480
Inspectors, elementary schools . . . . .	360
Headmasters, continuation schools . . . . .	360
Headmasters, elementary schools . . . . .	180

**III. Annual Service Allowance:**

Primary inspectors . . . . .	1200
Inspectors, elementary schools . . . . .	600
Directors, provincial school grouping . . . . .	720
Headmasters, district primary schools . . . . .	480
Headmasters, district elementary schools . . . . .	300

#### IV. Monthly Family Allowance :

This allowance varies in amount according to the salary of the head of the family, in the case of permanent staff, and is a fixed sum, in the case of temporary staff. It amounts in the case of permanent staff to 300 piastres a year for the wife and 200 piastres per child (salary under 24,000 piastres a year) ; 400 piastres for the wife and 300 piastres per child (salary from 24,000 to 40,000 piastres a year) ; 500 piastres for the wife and 400 piastres per child (salary over 40,000 piastres a year). The fixed sum payable to temporary staff amounts to 120 piastres per month for the wife and 120 piastres per child.

Headmasters are entitled to free living accommodation. In actual practice, accommodation is non-existent or inadequate, and headmasters thus automatically receive a lodging allowance. In the provinces they are entitled to use a part of the school grounds for the cultivation of vegetables.

All allowances are granted and paid by the government.

The government liberally grants boarding and maintenance scholarships to capable children of teaching staffs.

In common with all other government officials, teaching staffs receive the following allowances :

(1) A transfer allowance in the case of transfer to a new post. If the distance is under fifty kilometres, this allowance amounts to 12 piastres for an unmarried teacher, 50 piastres for a married teacher without children, 85 piastres for a married teacher with one child, plus 10 piastres for the second and each subsequent child. If the distance is over fifty kilometres, this allowance amounts to 35 piastres for an unmarried teacher, 75 piastres for a married teacher without children, 105 piastres for a married teacher with one child, plus 10 piastres for the second and each subsequent child.

(2) Daily travelling allowance for officials on mission in the interior. It varies in amount according to category. An unmarried teacher receives from 14 to 46 piastres per day and a married teacher from 16 to 50 piastres.

#### ADDITIONAL SALARIED ACTIVITIES

Provided they secure the customary authorization, primary education staffs are allowed to engage in additional official or semi-official activities in connection, for example, with evening classes and vacation courses. The authorities merely limit the size of such classes or courses with a view to preventing abuse of the privilege.

Primary education staffs are also permitted to become members of the national assembly or the senate. In such a case they are given leave of absence, and are re-instated in their old post if they are not re-elected at the following election or if they resign their membership.

The publication of textbooks is subject to prior authorization from the Ministry of National Education.

Primary education staffs are under no circumstances permitted to engage in commercial representation. The extremely few cases where this ruling may not be observed, run counter to tradition and custom.



## HOURS

Teachers of all categories are required to work six hours a day for five days a week, making a weekly total of thirty hours.

They are also required by regulations to be present fifteen minutes before classes begin in the morning and the afternoon, to supervise the arrival of the pupils. In schools with a number of classes, such supervision is generally assured in practice for the whole school by each teacher in turn, subject to the headmaster's approval.

No regulations exist concerning the precise time teachers should devote to preparation of lessons and correction of homework, but they are required to make written notes for their lessons and to arrive at school before lessons begin in order to make whatever preparation is necessary in their classroom.

In addition to the weekly holidays of between sixty-five and seventy days a year, primary schools have one hundred and fifteen days of holiday a year. The schools are thus open from one hundred and eighty to one hundred and eighty-five days a year. All categories of primary education staffs, including temporary teachers, enjoy fully paid holidays.

## PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

Legislative provision is made for a compulsory, government-administered retirement scheme. All teachers are automatically retired on pension on reaching the age of fifty-five, after thirty years' pensionable service. They also have the option of retiring prior to this age, after thirty years' pensionable service.

Reduced pensions are granted on health grounds after twenty years' pensionable service. Disciplinary action may involve the suppression of all pension rights.

Retirement pension amounts to average salary for the last three years multiplied by years of service and divided by sixty. The minimum pension thus amounts to one half of average salary for the last three years.

Reduced retirement pension amounts to average salary for the last three years multiplied by years of service and divided by a number varying from 75 (after twenty-five years' service) to 90 (under twenty-five years' service).

At the present time the amount thus reached is augmented by 100% to cover the high cost of living.

Contributions to the retirement pensions fund amount to 6% of salary in the case of teachers, and 14% in the case of the government.

No legislative provision is as yet made for sickness or disability allowances.

Widows and under-age orphans are entitled to half the pension of the deceased.

## FOREIGN TEACHERS

In accordance with a Franco-Khmer cultural agreement, Cambodia is entitled to appoint French teachers to primary and continuation posts. They are detached from the metropolitan cadres. They are required to

work twenty-five hours a week in the case of the primary classes, and seventeen hours in the case of the continuation classes.

Their salary corresponds to that of the corresponding salary grade in France, plus a foreign allowance amounting to 70% of such salary. The resulting total is revised from time to time in the light of a sliding index.

Primary teachers' salaries thus vary from 4004 to 8576 piastres a month, and those of continuation class teachers from 5187 to 9929 piastres a month.

In addition to such basic salary these teachers receive a residence allowance of 300 piastres a month and, in the case of married teachers, a lodging allowance of 150 piastres a month.

Such teachers contribute 6% of salary, deducted monthly at source, to the retirement pensions fund administered by the French treasury. Contributions are also made by the government of Cambodia.

#### PRIVATE SCHOOLS

The government authorizes the establishment of private schools but makes no subsidies to them. Such schools are subject to inspection by the primary inspectors, more in the interests of public order than of education. Their staffs are required to possess certain qualifications, and their conditions of service are fixed by the private bodies responsible for each school.

#### MISCELLANEOUS

The conditions of service outlined above have proved in practice to be generous or even too generous. The government has therefore undertaken a general revision of salaries, and those of primary education staffs will probably be reduced. The main argument in favour of generous conditions for such staffs is that their recruitment is extremely difficult. It will have been noted from the figures given above that only 1% of total staff is composed of adequately qualified persons (holders of the baccalaureate and the diploma). The vast majority of primary education staffs, i.e., the auxiliary teachers and the instructors, is made up of persons holding primary or elementary certificates. One reform, which for the time being has been turned down, envisages the abolition of any further appointments in the auxiliary category. Such a measure would have lightened the budget and encouraged candidates for teaching posts to possess at least the secondary school leaving certificate.



## CANADA

From the replies sent by the Provincial Departments of Education

### Alberta <sup>1</sup>

#### SALARIES

Public elementary school teachers in Alberta are officials of municipalities (school boards), and are paid by local authorities which receive grants-in-aid.

There is no uniform scale of salaries throughout the province, though they tend towards uniformity.

The salaries of men and women teachers in public elementary schools, and of women teachers in infant schools are generally from \$1500 to \$4000 and for the most part from \$1500 to \$3000, depending upon qualifications and experience. The salaries of men and women teachers in schools for abnormal children are slightly higher.

Student teachers do not receive any salary.

Promotion is at the discretion of local authorities, which consider qualifications, experience and competence. Before reaching the maximum salary a man or woman must teach from six to ten years.

#### ALLOWANCES

Under certain conditions, teachers may receive an isolation bonus up to \$250 paid through the local board by the province.

A few boards pay a cost-of-living bonus related to the official index.

#### ADDITIONAL SALARIED ACTIVITIES

Elementary teachers have the right to carry on their functions as elementary school teachers in conjunction with other functions in official schools, or with private remunerative activities outside school hours. If they are members of parliament they take leave of absence or resign, according to the extent of their duties. If they are members of the provincial legislature, they take leave for the duration of the session.

#### HOURS

The weekly actual teaching time is twenty-seven and a half hours (the period of pupil attendance). There is no legal requirement for the

<sup>1</sup> Based on data available in 1950.

teacher to be in school before the arrival or after the departure of his pupils, but a local regulation or custom often does insist on this.

The time that teachers must spend on preparation of lessons and correction of homework is regulated by custom and supervision.

The teaching year comprises two hundred days, and teachers are paid twelve monthly instalments of annual salary.

#### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

There is a system of insurance administered under Act of the Legislature by a board representing government and teachers.

An elementary teacher has the right to a normal pension at the age of 65 after thirty-five years' service, and to an optional pension at the age of 60 years. Maximum pension is  $1\frac{1}{2}\%$  of best consecutive five-year average salary multiplied by years of service. The teacher's deposits are 4% deducted from salary.

The sick pay allowed, upon certificate, is twenty days per year or a proportional amount; it is not cumulative.

The pension scheme contains a disability provision after ten years' service.

As concerns widows and orphans, the pension scheme returns contributions to estate plus \$1500.

#### FOREIGN TEACHERS

The law requires teachers to be citizens or to be taking steps to become citizens. There is no discrimination for such persons if entitled to teach.

The transfer to Alberta of teachers from other Canadian provinces is relatively simple.

#### PRIVATE SCHOOLS

Teachers in private schools do not come within the pension scheme. Otherwise conditions are quite similar.

### British Columbia

#### SALARIES

Teachers in British Columbia are employees of the "Boards of School Trustees of School Districts". They may be appointed on probation for a year. If retained, their appointment becomes a continuing one, subject to good conduct and efficiency. They are paid by the "School Districts" which receive from the provincial government grants based on certification and experience of the teachers they employ.



There is no provincial government salary schedule. A typical salary scale for elementary school teachers with basic qualifications in the year 1952 is as follows :

Years of Experience	Year of Teaching	Annual salary \$
0 . . . . .	1st	2100
1 . . . . .	2nd	2225
2 . . . . .	3rd	2350
3 . . . . .	4th	2475
4 . . . . .	5th	2600
5 . . . . .	6th	2725
6 . . . . .	7th	2850
7 . . . . .	8th	2975
8 . . . . .	9th	3100
9 . . . . .	10th	3225
10 . . . . .	11th	3350
11 . . . . .	12th	3475
12 . . . . .	13th	3600

An average scale for elementary school teachers permits teachers with basic qualifications to reach the maximum salary in 12 years. Teachers with lower (temporary) qualifications reach their maximum sooner, and those with higher qualifications usually are allowed a limited number of additional increments.

Increment date shall be the first of September in each year.

The Board may withhold increments with respect to any teacher for inefficient service or unsatisfactory professional growth after due consideration of reports from both the inspector and the principal concerned.

Teachers' salaries shall not be less than the salary schedule. Where increments are to be withheld, the teacher concerned shall be informed in writing, by 15th June previous to the increment date, of the reason for such action.

Increments shall be allowed to teachers on leave of absence for professional growth or on sick leave of not more than one year.

For teachers in elementary schools holding less than a First Class Certificate, the maximum salary shall be limited to \$2400.

Principals shall be paid as follows : (a) an additional allowance of \$60 per teacher supervised up to 12 teachers ; (b) then \$50 per teacher supervised for every teacher over twelve ; (c) teaching principals shall receive \$150 a year in addition.

Vice-principals shall receive one-half of the amounts shown under (a) and (b).

Teachers in one-roomed schools shall receive an additional \$60 per year, provided the enrolment is 20 or above.

Special allowances are made for supervision.

Promotion is given on the basis of selection according to specific needs and circumstances.

#### ALLOWANCES

In general, there are no special allowances or privileges. A few School Districts pay teachers isolation bonuses and some pay cost-of-living bonuses. There are no statutory provisions for payment of this kind.

## ADDITIONAL SALARIED ACTIVITIES

Teachers are occasionally employed in evening classes with additional remuneration. There is no official restriction concerning additional activities for which teachers may receive payment.

## HOURS

School Boards may not require teachers to be employed in instructional duties more than twenty-five hours a week.

Teachers are required to be at school fifteen minutes before the commencement of morning classes, and five minutes before the commencement of afternoon classes, and to remain on duty until all pupils have left the school.

There are no regulations concerning time spent in preparation, correction or other activities.

Teachers are fully paid in respect of all authorized holidays.

## PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

A compulsory pension scheme, administered by the provincial government, is in operation.

Men teachers are superannuated at the age of 65 and women at the age of 60 years. The minimum service required for pension is 20 years.

Contributions are deducted from salaries and are made according to the following table :

Monthly salary (Ten-month basis)	Monthly Contribution \$
Up to \$140.00 per month . . . . .	6.00
\$140.01 to \$180.00 per month . . . . .	8.00
\$180.01 to \$220.00 per month . . . . .	10.00
\$220.01 to \$260.00 per month . . . . .	12.00
\$260.01 to \$300.00 per month . . . . .	14.00
\$300.01 to \$340.00 per month . . . . .	16.00
\$340.01 to \$380.00 per month . . . . .	18.00
\$380.01 to \$420.00 per month . . . . .	20.00
\$420.01 to \$460.00 per month . . . . .	22.00
\$460.01 to \$500.00 per month . . . . .	24.00
\$500.01 to \$540.00 per month . . . . .	26.00
\$540.01 to \$580.00 per month . . . . .	28.00
\$580.01 to \$620.00 per month . . . . .	30.00
Over \$620.00 per month . . . . .	30.00
plus \$2.00 per month for each additional \$40.00 per month or fraction thereof.	

In addition to the minimum contribution as set out in the table above, teachers' salaries are subject to a special 1% deduction, pursuant to section 6(5) of the "Teachers' Pensions Act". The 1% contribution is in no case refundable, but is placed in the Service Pensions Account in the Teachers' Pensions Fund, and does not form part of the teacher's personal credit.

If a teacher is ill or absent for part of a month, the ordinary contributions must not be reduced, but should remain uniform. The



1% contribution should be calculated on the actual salary received. Any deduction in ordinary contributions should be discouraged.

Provision is made under the Act for an employee to make a monthly contribution greater than that as set out above, if he so desires, and any teacher who wishes to contribute more than the minimum amount according to the above scale, should communicate with the Commissioner of Teachers' Pensions in Victoria. Any such application for increased monthly contribution must be made during the anniversary of the birth-month of the teacher. If the teacher's birthday occurs during July or August, application will be accepted in September. Lump sum payments may be made to the Fund at any time, and for any amount.

Benefits consist of a retirement annuity, and a service pension. The retirement annuity is the amount of annuity purchased by the teachers' own contributions. The service pension is at the present time \$21 per annum for each year of service. Only teaching service in British Columbia is allowed. A revision of this amount is under consideration.

The Act also provides benefits in the case of death or disability, prior to reaching retiring age.

Teachers are allowed sick leave with pay for one day a month in the year up to an aggregate of ten days. 50% of yearly unused sick leave may be carried forward to subsequent years, the total not to exceed thirty teaching days. If sick leave exceeds the authorized allowance, teachers must contribute to the salary of the substitute teacher replacing them, to the extent of 1/250 of the annual rate of salary.

Pensions for women and children are not administered by the Department of Education.

Unemployment insurance is under the jurisdiction of the Dominion Government.

#### FOREIGN TEACHERS

Provided that teachers from other countries or other provinces have equivalent academic and professional training to that prescribed for British Columbia teachers, and that their qualifications are approved by the Registrar of the Department of Education, they may be granted British Columbia Teachers' Certificates and subsequently will be subject to the same conditions of service.

#### PRIVATE SCHOOLS

Private schools are not under the administration of the British Columbia Department of Education.

### New Brunswick

#### SALARIES

Elementary school teachers in New Brunswick are officials of the municipalities. The following minimum salaries (inclusive of government grant) are paid :

(a) to a person holding a valid licence of the first class, while employed as a teacher: \$1500 per annum;

(b) to a person holding a valid licence of the second class, while employed as a teacher: \$1200 per annum;

(c) to a person holding a valid licence of the permanent third class, while employed as a teacher: \$800 per annum;

(d) to a person holding a valid licence of the temporary third class, while employed as a teacher: \$600 per annum;

(e) to a person holding a specialist certificate issued by the Board of Education, while employed as a teacher: at the rate of \$100 per annum in excess of the minimum rate established for a person holding a valid licence of the first class;

(f) to a legally qualified classroom assistant, while so employed: \$300 per annum.

The minimum annual salary of a teacher holding a licence of the first or second class, while employed as a principal of a school having four or more departments is increased by \$300 over the amount provided for the class of licence he holds.

Usually principals' salaries are from \$2500 to \$4500, depending on the size and location of the school.

There is no remuneration for student teachers.

Promotion is given according to years of service and by selection. Before reaching the maximum salary, a teacher must have from ten to thirty years of experience.

#### ADDITIONAL SALARIED ACTIVITIES

Public elementary teachers have the right to carry on their functions as elementary school teachers in conjunction with other functions in official schools (continuation courses, evening classes, etc.). They may also have functions of an administrative character or otherwise, as long as there is no interference with the work to be done in connection with their school. School teachers may not be school trustees in districts where they are employed.

There are no instructions concerning private remunerative activities.

#### HOURS

Teachers in graded schools have twenty-five hours of attendance per week; those in rural schools have thirty hours.

Teachers are required to be in school twenty minutes before the arrival of pupils; there is no compulsion with respect to supervision after the departure of pupils.

The holidays observed in all public schools are Victoria Day, Thanksgiving Day, Remembrance Day, the Queen's Birthday, Good Friday, Saturdays, the Monday and Tuesday following Easter, day proclaimed by the Lieutenant Governor, a summer vacation of eight weeks beginning on the first of July, and a winter vacation of two weeks beginning on the Saturday preceding the week in which Christmas falls. All these holidays are fully paid.



### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

Teachers have the right to a pension after thirty-five years of service and at the age of 60 (male teachers), or 55 (female teachers). The amount of this pension is 75% of average salary for the last five years of service, the maximum being \$1875. The contribution teachers have to pay is approximately \$14 to \$125 according to salary and years of experience.

The amount of sick leave fully paid is five days per year cumulative to thirty days, and after twenty years of service, teachers may receive as many thirty-fifths of 75% of the average salary for the last five years of the service, as the teacher has years of service, in the case of total disability.

In the case of the death of a teacher, his widow receives half the pension the deceased was receiving or would have received, until her death or re-marriage. The only exception made to this ruling is that when the wife is fifteen or more years younger than the deceased and married him after his fiftieth birthday, then her pension is based on the deceased's number of years of service since his marriage.

In the case of the death or re-marriage of the widow of a teacher, the children receive a pension equal in amount to the widow's pension until they reach the age of 18 years.

In the case of the death of a woman teacher, her children receive half the pension she was receiving or would have received, until they reach the age of 18 years.

### FOREIGN TEACHERS

There is no restrictive legislation as regards the admission of nationals from other countries as teachers in either public or private elementary schools.

Persons from other Canadian provinces are allowed to teach in New Brunswick schools if they have obtained a provincial licence.

### PRIVATE SCHOOLS

Private schools make their own financial arrangements as to terms of service, salary, pension, etc.

## Newfoundland

### SALARIES

Primary teachers in Newfoundland are paid by Boards of Education which are subsidized by the provincial government. Boards of Education are appointed by the Lieutenant Governor in Council on the recommendation of the denominational representative of the Education Council.

The basic annual salary is as follows :

					\$
Licence	D	.	.	.	720
"	C	.	.	.	870
"	B	.	.	.	1020
"	A, Male teacher	.	.	.	1200
"	A, Female teacher	.	.	.	1092

Certificates	Minimum \$	Increment \$	Maximum \$	After 10 years \$	After 15 years \$
First, men . . . . .	1320	60	1620	1770	1920
First, women . . . . .	1200	70	1470	1605	1740
Associates, men . . . . .	1760	70	2070	2770	2470
Associates, women . . . . .	1560	63	1875	2055	2230

A female widowed teacher with a child under the age of 16 years or a child over that age, who in the opinion of the Minister is unable to support himself, shall be paid at the same rate of salary as a male teacher.

The Associate Grade Certificate may be granted to a candidate :

(a) who has successfully completed the third year of an approved course of study in education or its equivalent at one of the recognized institutions set forth in the Act or any other institution recognized by the Council of Education and has had no previous teaching experience ; or

(b) who has successfully completed the second year of an approved course of study in education or its equivalent at one of the recognized institutions set forth in the Act or any other institution recognized by the Council of Education, and taught under a certificate or licence other than D Licence for a period of at least one year in a manner satisfactory to the Board of Examiners and in accordance with the other requirements of the Act.

The First Grade Certificate may be granted to a candidate who has successfully completed the first or second year of an approved course of study in education or its equivalent at one of the recognized institutions set forth in the Act or any other institution recognized by the Council of Education.

The A Licence may be granted to a candidate who has successfully completed the first year of an approved course of study in education or its equivalent at one of the recognized institutions set forth in the Act or any other institution recognized by the Council of Education, in a manner satisfactory to the Council of Education.

The B Licence may be granted to a candidate who has successfully completed an approved course of study for B Licence or its equivalent at one of the recognized institutions set forth in the Act or at any other institution recognized by the Council of Education.

The C Licence may be granted to a candidate who has successfully completed an approved course of study for C Licence or its equivalent at one of the recognized institutions set forth in the Act or at any other institution recognized by the Council of Education.

The D Licence may be granted to a candidate who has not met the requirements for any other certificate or licence.



The A, B, C and D Licences shall be valid for one year but such licences may be renewed by the appropriate Board of Examiners for further periods of one year.

Principals and vice-principals receive a bonus according to the following scale :

Number of classrooms	Principals \$	Vice-Principals \$
2 . . . . .	50	—
3 . . . . .	100	—
4 . . . . .	150	—
5 . . . . .	200	100
6 . . . . .	240	120
7 . . . . .	280	140
8 . . . . .	310	150
9 . . . . .	340	160
10 . . . . .	370	170
11 . . . . .	400	180
12 . . . . .	430	190
13 . . . . .	460	200
14 . . . . .	480	200
15 or more . . . . .	500	200

Teachers in one-room schools receive bonuses amounting to between \$25 and \$175 per annum according to the total number of grades and the number of grades above grade VIII.

The system of promotion is based on years of service and competitive examination. Generally, twenty years of teaching experience are necessary before reaching the maximum salary.

#### ALLOWANCES

Teachers may have the right to cost-of-living allowances and free rent granted by the local Boards of Education.

As a privilege, they have reduced travelling expenses. This privilege is confined to the clergy, members of parliament and the teaching profession.

#### ADDITIONAL SALARIED ACTIVITIES

Public elementary teachers have the right to carry on their functions as elementary school teachers in conjunction with adult education evening classes (two evenings per week). They may not have any other official function.

There are no restrictions on teachers' liberty to engage in private remunerative activities.

#### HOURS

Teachers have twenty-five hours of attendance per week. They are not required to be in school before the arrival or after the departure of their pupils, and there is no regulation concerning the time that teachers must spend on the preparation of their lessons and on the correction of homework.

Over and above the regular holidays, teachers receive, subject to revision, twenty days' leave per year, fully paid.

## ILLNESS, PENSIONS, UNEMPLOYMENT

The whole system of pensions, allowances and sick leave is being revised.

## FOREIGN TEACHERS

Nationals from other countries and persons from other Canadian provinces are admitted as teachers if their qualifications are equivalent to those required of teachers in the Province.

## PRIVATE SCHOOLS

Teachers in private schools have none of the rights and privileges of teachers in public schools.

## Ontario

## SALARIES

Elementary teachers in Ontario are appointed and paid by local school boards in each municipality.

In 1951-1952, the median annual salaries (in Canadian dollars) for all elementary public school teachers (including principals) were as follows :

	\$
Rural schools (mainly one-room) . . .	2116
Towns and villages . . . . .	2550
Semi-urban municipalities . . . . .	2880
Cities . . . . .	3333

In 1951-1952 approximately 90% of the elementary public school teachers' salaries were in the following salary ranges :

- (a) men and women (including principals) : from \$1750 to \$4500 ;
- (b) women kindergarten teachers : from \$2800 to \$4400 ;
- (c) men and women in auxiliary classes (for backward children) : from \$2800 to \$4400 ;
- (d) men and women in the senior grades (Grades 7 and 8) : from \$3000 to \$4600 ;
- (e) men and women principals (in cities, suburban towns, and villages) : from \$4000 to \$6000.

Increases in salary are based mainly on years of service, subject to the recommendation of the inspector. The time a man or a woman has to teach before reaching the maximum salary varies from eight to twenty years, depending on the size of the maximum salary.

## ALLOWANCES

There are no special allowances for teachers. For conventions and school vacations, they are granted reduced railway rates by the Canadian Passenger Association.



### ADDITIONAL SALARIED ACTIVITIES

Public elementary teachers are eligible for appointment in night-schools, but opportunities are comparatively few. No superannuation credit is allowed for night-class work. They may be members of parliament, but not members of municipal councils. They may also be secretaries of school boards or members of boards other than their own.

There is no provincial legislation preventing outside remunerative activities, but some school boards prohibit them. The extent of the practice is influenced by economic conditions in the community.

### HOURS

The weekly duration of teachers' attendance is at least twenty-five hours, and usually thirty hours, not including one hour each day for noon recess. Teachers are required to be in school fifteen minutes before opening in the morning, and five minutes in the afternoon.

There is no regulation concerning the time that teachers must spend on preparation of lessons and correction of homework.

The annual holidays are one week at Christmas, one week at Easter, and two months in the summer. These are fully paid, since teachers are engaged by the year.

### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

The "Teachers' Superannuation Fund", for teachers and for those inspectors who are appointed and paid by local school boards, provides pensions. It is administered by a commission under the general jurisdiction of the Minister of Education.

The majority of inspectors are members of the Ontario public service, and are paid and pensioned by the provincial government. They contribute to the "Public Service Superannuation Fund".

The teachers' professional organisations have their own group insurance and sickness benefit funds.

The pension fund was started in 1917. Under the Teachers' Superannuation Act, 1949, considerable improvement was made in pension benefits.

For a full pension a teacher must be 62 years of age and must have completed thirty-five years of service. A reduced pension is provided for a teacher who has taught for a least thirty years, regardless of his age, and also for a teacher with between twenty-five and thirty years' experience, provided he is 62 years of age at retirement.

A disability pension is available in case of incapacity for teaching, after fifteen years of service.

The calculation for a full pension is  $\frac{1}{50}$  of the average salary for the last 15 years of service multiplied by the number of years of service. The minimum for all pensions is \$600. The maximum is \$3000 or 70% of the average salary for the last 15 years of service.

The teacher contributes 6% of salary, deducted at source, and the government 4%.

A teacher is also entitled to twenty days' pay each year, for leave of absence because of personal illness. No contribution is required.

One-half of the pension to which a male teacher is entitled at the time of his death, either in service or while on pension, is continued to his widow and, in the event of her death, to any children under 18 years of age.

There is similar provision for the incapacitated widower and the children of a female teacher if they were wholly dependent upon her at the time of her death in service, or her retirement.

There is no provision for unemployment insurance for teachers.

### FOREIGN TEACHERS

All teachers must be British subjects. Certificated teachers from other countries of the Commonwealth are permitted to teach in the provincial schools of Ontario only if their academic and professional training is equivalent to that of Ontario teachers, and if they pass the final examinations of the provincial normal schools.

### PRIVATE SCHOOLS

The salaries of lay teachers in the Roman Catholic separate schools of the provincial system are somewhat lower, and those of religious teachers are considerably lower, than those of public school teachers.

Teachers in private schools are not required to hold Ontario teaching certificates.

## Prince Edward Island

### SALARIES

Public elementary school teachers in Prince Edward Island are considered as officials of the local school districts. Contract is made between a teacher and the School Board of a local district or town. It continues in effect for the school year unless either party terminates it by giving three months' notice in writing at any time.

School teachers are paid in part by the central Department of Education and in part by the local School Boards.

The schedule of minimum salaries for elementary school teachers in Prince Edward Island is as follows :

	First Class Teacher \$	Second Class Teacher \$	Third Class Teacher \$
Statutory Allowance . . . .	850	750	600
District Supplement . . . .	250	200	150
<b>Total</b>	<b>1100</b>	<b>950</b>	<b>750</b>

It should be noted that these are minimum salaries. All teachers receiving more than the minimum supplement from the districts are



given a supplement by the government on a dollar-for-dollar basis up to a maximum of \$125.

At the commencement of the third year of service in the public schools of the province all teachers of the first or second class receive from the government an increase of \$50. A similar increase of \$50 is paid at the commencement of the seventh, eleventh and fifteenth years of service.

Male and female teachers receive the same basic salaries. The local school boards usually advance supplements considerably above the minimum for male teachers and for headmasters and headmistresses.

Promotion is by selection based on teaching efficiency, academic achievement, years of service, and other kindred factors.

The distribution of teachers by class and average salary for the year ended June 30th, 1952, is as follows :

Class of Licence	Number	Average Salary \$
Class 1 . . . . .	254	1,672.09
Class 2 . . . . .	390	1,183.25
Class 3 . . . . .	15	968.33
Permit . . . . .	80	885.63

#### ALLOWANCES

Teachers are not granted any special living allowances or travelling privileges.

#### ADDITIONAL SALARIED ACTIVITIES

Teachers may engage in private remunerative activities after working hours. They also have the right to carry on their functions as elementary school teachers in conjunction with other official functions. The teacher is expected to provide a substitute satisfactory to the School Board when it is necessary for him to be absent from his classroom for a period.

#### HOURS

Teachers have twenty-five hours of attendance during a teaching week of five days.

According to Regulation 22, in addition to the duties prescribed by the school act, it is the duty of every teacher in a public school to see that the school-house is ready for the reception of pupils at least fifteen minutes before the time prescribed for opening the school in the morning, and five minutes before the time for opening in the afternoon.

There is no regulation concerning the time that teachers must spend on preparation of lessons and correction of homework.

The school year consists of two hundred teaching days. Days used in attending teachers' conventions or study groups are recognized as teaching days for salary purposes. Usually there are five of these during the school year.

## PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

There is a pension plan administered by the Province. Superannuation allowances are granted to :

(a) every person employed in the teaching profession who has served for thirty years or more, provided that every person making application shall have reached the full age of fifty-five years ;

(b) every person employed in the teaching service who has served for fifteen years or more, at least two-thirds of such service having been rendered in Prince Edward Island, and who makes written application to be superannuated because of ill health or physical or mental incapacity.

The superannuation allowance payable is calculated on the basis of the average yearly salary to the teacher during the five consecutive years of highest salary while employed in Prince Edward Island, and is one-sixtieth part of such salary multiplied by the total number of his years of actual service and any fraction of a year up to forty years.

Every teacher must contribute to the superannuation fund 5% of his total salary each year.

Every teacher is entitled to his salary notwithstanding his absence from duty on account of sickness, for a period not exceeding fifteen teaching days in any school year of his employment, provided the sickness is certified by a physician or by the chairman of the board of trustees.

Every teacher is entitled to his salary notwithstanding his absence from duty in any case where, because of exposure to a communicable disease, he is quarantined or otherwise prevented by order of the medical health authorities from attending upon his duties. No deposits or payments are required from a teacher in order to obtain this benefit.

If a teacher dies before becoming eligible for a superannuation allowance, all payments made by him to the fund, except those of the first two years of contribution, are paid to his personal representative.

If a teacher dies after ten years' service and before retirement, one-half of the superannuation allowance, to which he would have been entitled if he had retired by reason of incapacity immediately prior to his death, is paid to his widow for her life or until she remarries. If, however, his widow is more than fifteen years younger than such teacher, and has married him after his attaining the age of fifty-five years, then the payment of superannuation allowance is continued only for a period equivalent to her expectation of life as at his death and as if she was fifteen years his junior.

Should a teacher die while receiving or being entitled to receive superannuation, then superannuation is continued to his or her dependents as of right or by recommendation in accordance with the intent of the preceding paragraphs.

Should a teacher die leaving a widow and dependent children by a previous marriage, then the Lieutenant-Governor-in-Council may direct an apportionment among them of the superannuation otherwise payable to such widow, which apportionment may continue during dependency of any child, but no longer, and may exclude the widow or any child.

There is no unemployment insurance plan for teachers operative in Prince Edward Island.



## FOREIGN TEACHERS

Foreign nationals are admitted as teachers in the elementary schools provided their professional qualifications meet with requirements in the province. Very few, however, seek licence standing, because of the low salaries paid. During the past two or three years licences have been granted to a few persons having completed professional training in England and Scotland. Those teachers enjoy the same privileges with respect to salaries and pensions as teachers qualified in the province.

For persons from other Canadian provinces, teaching qualifications must first be equated to standards demanded in this province. These persons are then issued a teacher's licence or certificate by the Department of Education.

## PRIVATE SCHOOLS

In Prince Edward Island there are no private schools subsidized or controlled by the State.

## MISCELLANEOUS

The median salary of all teachers (male and female) in Prince Edward Island is now computed to be \$1350 per annum.

## Quebec

## SALARIES

Primary teachers in Quebec are appointed, for one year in the first instance, and their salaries paid, by the local educational authorities. Their contracts are automatically renewable each year on the same conditions, unless notice to the contrary has been given before the 1st of June. The Department of Education makes grants-in-aid for teachers' salaries.

No uniform salary scales exist for the whole province. The following two scales are, however, fairly representative :

BASIC ANNUAL SALARIES  
QUEBEC-TOWN CATHOLIC PRIMARY SCHOOLS  
(in Canadian dollars)

Years of Service	Women	Men	
		Single	Married
1st-3rd year . . . . .	1600	1900	2200
4th year . . . . .	1700	2050	2350
5th year . . . . .	1800	2200	2500
6th year . . . . .	1900	2350	2650
7th year . . . . .	2000	2500	2800
8th year . . . . .	2100	2650	2950
9th year . . . . .	2200	2800	3100
10th year . . . . .	2300	2950	3250
11th-15th year . . . . .	2400	3100	3400
16th-20th year . . . . .	2500	3250	3600
21st-23rd year . . . . .	2600	3400	3800
24th-25th year . . . . .	2700	3550	4000
26th year and beyond . . . .	2800	3700	4200

ANNUAL SUPPLEMENTS  
(in Canadian dollars)

Continuation class . . . . .	300
Senior course . . . . .	500
Assistant-Headship (elementary or continuation school)	600
Assistant-Headship (senior school) . . . . .	800
Headship (elementary or continuation school) . . . . .	1000
Headship (senior school) . . . . .	1400

A supplement of 200 dollars a year is paid to teachers of the first class if they have completed the further training course and examination.

Supplements of 100 dollars, 150 dollars, and 200 dollars a year are paid respectively to holders of a baccalaureate, degree or doctorate in education.

BASIC ANNUAL SALARIES (1952-1953)  
GREATER MONTREAL PROTESTANT PRIMARY SCHOOLS  
(in Canadian dollars)

Years of Service	Men		Women	
	H. S. Diploma \$	Other Diplomas \$	H. S. Diploma \$	Other Diplomas \$
14th year . . . . .	4200	3900	3600	3300
13th year . . . . .	4050	3750	3500	3200
12th year . . . . .	3900	3600	3400	3100
11th year . . . . .	3750	3450	3300	3000
10th year . . . . .	3600	3300	3200	2900
9th year . . . . .	3350	3050	3000	2700
8th year . . . . .	3200	2900	2900	2600
7th year . . . . .	3050	2750	2800	2500
6th year . . . . .	2900	2625	2700	2400
5th year . . . . .	2750	2500	2600	2300
4th year . . . . .	2600	2375	2500	2200
3rd year . . . . .	2450	2250	2400	2100
2nd year . . . . .	2300	2125	2300	2050
1st year . . . . .	2200	2000	2200	2000

ANNUAL SUPPLEMENTS

	\$
Married teachers exempted under Income War Tax Act . . . . .	400
In 19th to 23rd year of service . . . . .	100
In 24th to 28th year of service . . . . .	200
In 29th to 33rd year of service . . . . .	300
In 34th to 38th year of service . . . . .	400
In 39th to 43rd year of service . . . . .	500
In 44th year of service and beyond . . . . .	600

Men supervising-principals receive a salary of \$4800 a year rising to a maximum of \$6000, if they have 20 or more classes, and of \$4300 rising to a maximum of \$5500, if they have less than 20 classes.

Women supervising-principals receive a salary of \$4150 a year rising to a maximum of \$5100, irrespective of the size of their school.

Men and women teaching-principals receive a salary of \$5000 and \$4500 a year respectively.

Men and women assistant-principals of primary schools receive a teacher's salary plus \$300 per annum.



There is no general ruling regarding salary increments in the province of Quebec, their award resting with the school boards. Such award in some cases involves passing an examination.

#### ALLOWANCES

The federal government grants family allowances for all children under sixteen years of age.

There are 1700 school boards, and a number of them grant cost-of-living allowances.

Roughly half of them provide free living accommodation for teachers.

The railways grant primary teachers a 50% reduction on holiday travel.

#### ADDITIONAL SALARIED ACTIVITIES

Primary teachers are allowed to combine their ordinary official post with other official posts, notably teaching in evening classes, for which work they are paid \$5 an evening.

They are also entitled to engage in public or private administrative activities and other private activities.

#### HOURS

As a general rule primary teachers are required to be present at school from 8.30 a.m. to 3.30 p.m., with a mid-day break of not less than one hour and a quarter.

They are not required to be present before the arrival or after the departure of the pupils.

No ruling exists concerning the time they should devote to preparation of lessons or correction of homework.

The schools are open approximately one hundred and ninety days a year, during which period teachers are entitled to eight days' fully paid leave.

#### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

Quebec has no compulsory pensions or health insurance scheme for primary teachers.

In accordance with articles 519-566 of the school code, men primary teachers are entitled to retirement pension at the age of 60, after twenty years' service, and women primary teachers at the age of 56, after twenty years' service.

For such pension men are required to contribute 5% of salary, deducted at source, and women 3%, except in those cases where the school boards pay all contributions to the fund.

The conditions of service with regard to illness vary according to the school board.

The widow of a primary teacher receives half the deceased's pension up to the time of her re-marriage or death.

Teachers make no contributions to the unemployment insurance fund.

### FOREIGN TEACHERS

With very few exceptions, public school teachers in Quebec are required to hold a teaching diploma awarded by one of the normal schools of the province.

### PRIVATE SCHOOLS

Private schools in Quebec are entirely independent.

## Saskatchewan

### SALARIES

Prior to 1945 school affairs in Saskatchewan were administered by school districts each of which comprised an area approximately five miles wide. In 1944, an Act of the legislature provided for reorganisation of the school districts into larger administrative units, each of which should include about eighty of the former school districts. The reorganisation has proceeded to the point that at the end of 1952 more than five-sixths of the 5200 school districts were included in larger units.

In the larger units the financial affairs of all the school districts are controlled by a central board. All the teachers are employed and paid by this central board. In those districts which are not yet organized into larger units the teachers are employed and paid by the board of the school district. Both the district boards and the central board of the larger units are elected by the tax-payers. In all schools the contracts between the board and the teachers are on a form prescribed by the Department of Education of the province.

Since 1945, salary scales have become general throughout the province. Below will be found a typical salary scale for rural and village schools for 1952-1953 (the scale in large towns and cities will be somewhat higher), the teachers being paid monthly for ten months one-tenth of the annual salary.

Salary varies according to length of training, qualifications and years of experience. Teachers are classified into six classes, three of which are as follows :

*Class I.* One year's training (one year of normal school, for example). Conditional or first-class certificate.

*Class IV.* Four year's training (one year of normal school and three years of college of education, for example). Elementary school specialist certificate, etc.

*Class VI.* In this class, certification is of the following two kinds : (a) "Permits" and "Letters of Authority", and (b) second class certificates.



The salaries for these three classes are as follows (in Canadian dollars) :

#### ANNUAL SALARIES

Certificate	Experience	Class I \$	Class IV \$	Class VI \$
Interim . . . . .	0 years	1700	2500	1420 (a)
Interim . . . . .	1 year	1800	2600	1460 (a)
Interim . . . . .	2 years	1900	2700	1500 (a)
Permanent . . . . .	0 years	2000	2800	1600 (b)
Permanent . . . . .	1 year	2100	2900	1700 (b)
Permanent . . . . .	2 years	2200	3000	1800 (b)
Permanent . . . . .	3 years	2300	3100	1900 (b)
Permanent . . . . .	4 years	2400	3200	2000 (b)
Permanent . . . . .	5 years	2500	3300	—
Permanent . . . . .	6 years	2600	3400	—

Service in Her Majesty's armed forces is counted as teaching experience for the purposes of the above scale.

The principal of a school with two or more rooms in operation receives \$100 per annum per room other than his own.

Teachers in isolated districts may receive an additional amount. A committee with equal representation of teachers and trustees decides each case.

Teachers holding a conditional certificate are paid on the basis of an interim first class certificate, except that only one increment is granted.

The school board may set the maximum salary at \$1900 per annum in elementary schools in which the enrolment is less than ten pupils.

#### ALLOWANCES

Some rural and village schools provide a small residence for the teacher. Light and heat are sometimes free. The residence is often considered as payment for janitor work performed by the teacher. Of the 5200 school districts, 4300 have schools of a single classroom.

#### ADDITIONAL SALARIED ACTIVITIES

No legislative enactment forbids teachers from performing the functions of the secretary of the school board. Teachers can augment their salaries by teaching evening classes.

Teachers can and do occupy public office. Several teachers are at present members of the provincial legislature. They are granted leave of absence in order to attend sessions of the legislature. The boards employ substitute teachers according to need. Some Saskatchewan teachers, in recent years, have been elected to the parliament of Canada. Extended leave of absence was granted by the school boards in order that they might perform their duties as legislators.

In general, school boards are opposed to the teachers engaging in commercial activities, though there is no written law against such undertaking.

## HOURS

Classes are open five days each week from 9 a.m. to noon and from 1 p.m. to 3.30 p.m. There are 200 days in the school year. In the large centres the teachers must be at the school fifteen minutes before the beginning of the lessons in the morning, and five minutes before those in the afternoon. They must remain at the school until the pupils have left.

## PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

The retirement of teachers is provided for by a law of the province. The fund is administered by a commission representative of the teachers and of the government. All teachers are obliged to contribute to the fund an amount equal to at least 5% of salary. The government supplements the contributions of the teachers and guarantees the fund.

Pensions are granted to teachers who have reached the age of 65 and who have completed at least 25 years of service ; to teachers who have reached the age of 55 and who have completed at least 35 years of service ; to teachers who have completed at least 20 years of service and who are unable to continue teaching because of total physical or mental breakdown.

The law on pensions provides for pensions for widows, children and dependent parents of teachers, in cases where the teacher has taught at least twenty years and has contributed assessments required for this purpose.

There is no allowance for unemployment.



## CEYLON

From the reply sent by the Ministry of Education

### SALARIES

Schools in Ceylon fall into two categories : government and assisted.

Every teacher in a government school is an employee of the State. Government teachers are guided and controlled by public servants regulations, financial regulations and any other rules and regulations imposed by the State from time to time.

There is a uniform salary scale for all teachers throughout the country.

The headmaster's scale of salary is applicable only when the number of teachers to which the school is entitled is not less than five.

All promotions from assistant to headmaster are made from a seniority list which has been compiled on the basis of length of service, qualifications, etc.

There is provision for the raising of the class of a certificate only in respect of teachers' certificates issued by the Department of Education, Ceylon. Such raising depends on satisfactory service during a fixed number of years.

The period a man or a woman must teach before reaching the maximum salary varies according to the salary scale applicable. The period can be curtailed by the securing of higher qualifications.

### ALLOWANCES

All teachers (State and assisted) receive a cost-of-living allowance. Government teachers get a rent allowance or free quarters, in addition.

Government teachers, as all government officials, are entitled to three sets of free holiday warrants anywhere on the Ceylon government railway.

### ADDITIONAL SALARIED ACTIVITIES

Government teachers have not the right to carry on their functions as primary or secondary school teachers in conjunction with other official or commercial activities, but with the permission of the State they can give private lessons and write textbooks, the copyright of which should be sold to some publisher outright ; 10% of the proceeds of such activities has to be credited to the State revenue.

## SALARY SCALE

Post and Grading	Annual Salary		Annual Increments
	Mini- mum	Maxi- mum	
<i>Sinhalese and Tamil Schools</i>			
<i>Headmasters on Headmasters' Scale</i>	Rupees	Rupees	Rupees
1st Class Primary and Junior Trained	1848	2424	72
2nd Class Primary and Junior Trained	1488	1776	72
Provisionally Primary and Junior Trained . . . . .	786	—	—
1st Class Certificated . . . . .	1464	1800	48
2nd Class Certificated . . . . .	1224	1416	48
3rd Class Certificated . . . . .	1080	1176	48
2nd Class Service Certificated and 3rd Class . . . . .	882	1416	$42 \times 7 + 48 \times 5$
3rd Class Provisionally Certificated and Uncertificated . . . . .	684	1344	$18 \times 11 + 42 \times 11$
<i>Headmasters on Assistant Masters' Scale</i>			
1st Class Primary and Junior Trained	1038	1800	$42 \times 1 + 48 \times 15$
2nd Class Primary and Junior Trained	828	996	42
Provisionally Primary and Junior Trained . . . . .	786	—	—
1st Class Certificated . . . . .	828	1344	$18 \times 3 + 42 \times 11$
2nd Class Certificated . . . . .	738	810	18
3rd Class Certificated . . . . .	684	720	18
<i>Assistant Masters</i>			
1st Class Primary and Junior Trained	1038	1800	$42 \times 1 + 48 \times 15$
2nd Class Primary and Junior Trained	828	996	42
Provisionally Primary and Junior Trained . . . . .	786	—	—
1st Class Certificated . . . . .	828	1344	$18 \times 3 + 42 \times 11$
2nd Class Certificated . . . . .	738	810	18
3rd Class Certificated . . . . .	684	720	18
Vidvan Course (Ceylon University) . . . . .	1200	2424	72
2nd Class Service Certificated . . . . .	720	1176	$18 \times 9 + 42 \times 7$
3rd Class Service Certificated . . . . .	684	936	18
Uncertificated appointed before 1.10.1945 (English) . . . . .	660	1416	18
Uncertificated appointed before 1.10.1945 (Sinhalese and Tamil) . . . . .	576	936	18
<i>Probationers and Uncertificated Teachers appointed on and after 1.10.1945</i>			
Uncertificated appointed on and after 1.10.1945 (English) . . . . .	720	756	18
Higher School Certificated (English) . . . . .	828	912	42
Uncertificated (Sinhalese and Tamil) . . . . .	540	576	18
<i>Special Subjects</i>			
Teachers of Arabic . . . . .	576	936	18
Teachers of Handicrafts : . . . . .			
Certificated . . . . .	744	1164	$18 \times 10 + 42 \times 5$
Uncertificated . . . . .	576	936	18
Teachers of Oriental Languages . . . . .	576	936	18



Post and Grading	Annual Salary		Annual Increments
	Mini- mum	Maxi- mum	
English Schools			
Special Post—Headmasters on Head- masters' scale	Rupees	Rupees	Rupees
Grade I . . . . .	4800	7680	360
Grade II . . . . .	3180	5280	120, 180 & 240
Grade III . . . . .	2400	4500	120 & 180
2nd and 3rd Class Certificated before 31.12.1910 . . . . .	1728	2952	72
Inter. Arts and Inter. Science Certi- ficated . . . . .	1728	2808	72
Garden School Certificated . . . . .	1728	2808	72
3rd Class, in Service before 31.12. 1910 but Certificated before 31.12 1925 . . . . .	936	2304	72
3rd Class Service Certificated. . . . .	1584	2160	72
Headmasters on Assistant Masters' Scale			
Trained Graduates . . . . .	3120	5040	120 & 180
Graduates . . . . .	2160	4320	120 & 180
1st Class Trained . . . . .	2040	4320	120 & 180
2nd Class Trained . . . . .	1680	1920	120
Bilingual Trained . . . . .	1680	3000	120
Anglo-Vernacular Trained . . . . .	1680	3000	120
Provisionally Secondary Trained . . . . .	1584	—	—
Commercial Certificated . . . . .	1560	2520	120
Inter. Arts or Science . . . . .	1200	2424	72
2nd and 3rd Class Certificated before 31.12.1910 . . . . .	1728	2808	72
1st Class Certificated . . . . .	1512	2169	72
2nd Class Certificated . . . . .	1152	1440	72
3rd Class Certificated . . . . .	936	1080	72
Assistant Masters			
Trained Graduates . . . . .	3120	5040	120 & 180
Graduates . . . . .	2160	4320	120 & 180
1st Class Trained . . . . .	2040	4320	120 & 180
2nd Class Trained . . . . .	1680	1920	120
Bilingual Trained . . . . .	1680	3000	120
Anglo-Vernacular Trained . . . . .	1680	3000	120
Provisionally Secondary Trained . . . . .	1584	—	—
Inter. Arts or Science . . . . .	1200	2424	72
2nd and 3rd Class Certificated before 31.12.1910 . . . . .	1728	2808	72
Certificated . . . . .	936	2160	72
3rd Class Service . . . . .	936	2160	72
Garden School Certificated . . . . .	936	2160	72
Drawing Certificated . . . . .	1224	1416	72
Uncertificated Teachers . . . . .	660	1416	42
Uncertificated . . . . .	720	756	18

## HOURS

Every teacher has to do a minimum of twenty hours of teaching per week to be considered a full-time teacher. He is not required by law to be in school before the arrival and after the departure of his pupils.

There is no legislative regulation concerning the time that teachers must spend on the preparation of their lessons and on the correction of homework.

Leave fully paid consists of all holidays (Saturdays, Sundays, public holidays and normal school vacations), plus fourteen days' (seven days' for teachers appointed after 24.4.1933) casual leave.

#### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

Every certificated teacher below 35 years of age is entitled to registration as a pensionable teacher. Government teachers drawing over Rs. 250 and appointed before 15.6.1934 are pensionable, but do not make a contribution towards the pension. Government teachers appointed after 15.6.1934 and assisted school teachers contribute 4% of their salary towards the school teachers' pension scheme. Government teachers appointed before 15.6.1934 are compulsorily retired, males at 60, females at 55. Males, however, can exercise the option at any time after 55 and females at any time after 50. Female teachers in both categories can do so after completing 20 years of service, even if they have not reached the optional age of retirement. Pensions are calculated according to the length of service and the salary payable at the age of retirement. The maximum pension that is payable is two-thirds of the salary. Contributions under the pension scheme are recovered from the salary of a teacher.

Before a teacher is entitled to sick or disability pay, a medical certificate from a government medical officer should be submitted to the satisfaction of the department. A teacher is entitled to forty-two days' full-pay sick leave (twenty-eight days' if a government teacher appointed after 24.3.1933) for any ailment during any school year. On account of tuberculosis, however, full-pay sick leave can be given for a period not exceeding nine months.

Government teachers appointed before 15.6.1934 and drawing a salary of over Rs. 250 contribute 4% of their salary towards the widow and orphans pensions scheme. These contributions are deducted from the monthly salary.

Government teachers appointed after 15.6.1934 and assisted school teachers contribute to the teachers' pension scheme 4% of their salary. All male teachers who contribute to the teachers' pension scheme also contribute 2% of their salary to the teachers' widows and orphans pension scheme.

No unemployment allowances are paid.

#### FOREIGN TEACHERS

Nationals from other countries are now admitted only on a temporary basis and are therefore not registered as pensionable teachers. Their conditions of work, leave and salary, however, are the same as those for nationals of Ceylon.



## COLOMBIA

From the reply sent by the Ministry of Education <sup>1</sup>

### SALARIES

Practically all the 18,548 public primary teachers in Colombia are provincial officials. Only 418 of them, working in the national territories, are State officials, and a few others are municipal officials. The salaries of most teachers are therefore paid by the provincial governments, of which there are fifteen in all. Each province has its own salary scale, fixed in accordance with the size of its budget. The average salary per month of these scales is :

1st class	2nd class	3rd class	4th class
159.33 pesos	140.33 pesos	121.66 pesos	105.06 pesos

Promotion is by years of service. After each four years of service, a teacher is entitled to be placed in the next higher class, but he may have to wait for a further two years if the reports on his work are unsatisfactory. Such reports are drawn up by the national or provincial inspectors in the course of their frequent visits.

Teachers with the ordinary normal school diploma are placed automatically in the second class, and can thus attain their maximum (the first class) salary in four years. Teachers with the rural normal school diploma begin in the third class, and can thus reach their maximum salary in eight years. Uncertificated teachers reach their maximum salary after seventeen years' service.

The distribution of teachers by salary class is as follows :

1st class	2nd class	3rd class	4th class
2283	4386	4171	7708

### ALLOWANCES

The main allowances and privileges granted primary teachers are as follows :

(a) Free accommodation for teachers and their families wherever school accommodation makes it possible. All new school buildings include such accommodation.

<sup>1</sup> Based on data available in 1950.

(b) The right to take school meals at the same price as the pupils wherever such meals are provided.

(c) Travelling expenses in the event of transfer, in some provinces.

(d) Free travel in the event of transfer, in those provinces running or subsidizing their own railways.

(e) Special reduced holiday rates for all teachers on the national railways and air routes.

(f) Special allowances in most provinces for teachers appointed to exceptionally warm or unhealthy districts.

(g) Preference to the children of teachers in the award of scholarships for secondary schools.

(h) Additional salary for additional duty, which many primary teachers undertake, as directors of evening classes.

#### ADDITIONAL SALARIED ACTIVITIES

All teachers are free to take up additional salaried activities provided their ordinary work does not suffer in consequence. As already noted, they frequently undertake additional duty as directors of evening classes.

#### HOURS

Primary teachers are required to work a minimum of thirty-three hours a week. They are also required to arrive at school some time before the beginning of classes and to remain some time after school finishes. Such time varies according to province between fifteen and thirty minutes and should be devoted to supervising the arrival and departure of the pupils, seeing that the school is clean, and preparing lessons.

No regulations exist concerning the precise amount of time teachers should devote to preparation of lesson and correction of homework, but this is a point of which inspectors make note.

Apart from the usual weekly holidays teachers enjoy ninety-three days' fully paid vacation a year. They also receive at Christmas a special bonus amounting to a fortnight's or even a month's salary.

#### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

In accordance with national law each province has a provident fund from which the following are paid to all officials, primary teachers included : (a) dismissal indemnity to a minimum of one month's salary for each year of service ; (b) retirement pension ; (c) disability pension ; (d) death allowance (one year's salary, paid to the heirs) ; (e) allowance for illness contracted during, but not as the result of, service ; (f) assistance during up to six months for doctor's expenses, medicines, and hospital expenses ; (g) maternity allowance ; (h) funeral expenses for teachers whose death occurs while still in service.

The amount of such pension is one seventy-fifth (proportional pension) or one-sixtieth (service pension) of average salary (excluding supplements) during the last three years of service, for each year of service.

Contributions to the pensions fund amount to 6% of net basic salary, retained monthly at source.

In the case of illness or disability, persons with under twenty years' service receive a lump sum, while those with over twenty years' service automatically receive a disability pension.

The lump sum amounts to one month's salary for each year of service, to a maximum of six months.

The disability pension amounts to one seventy-fifth of average salary (excluding supplements and allowances) during the last three years of service, for each year of service.

No contributions are required other than the 6% referred to above.

Widows pension amounts to half the pension the husband was receiving or would have received at the moment of his death, plus 18 piastres per annum for each of the first three children in her care under 18 years of age who come of a marriage legally contracted by the husband before the time of his retirement. On the death of a father or mother duly belonging to the *Caisse nationale des Pensions civiles*, a temporary pension is paid to the children, irrespective of their number, which amounts to one half of the pension the contributor was receiving or would have received at the moment of his or her death.

No regulations exist concerning unemployment.

### FOREIGN TEACHERS

Foreign nationals are eligible for appointment to primary education staffs only in a supernumerary, contractual or day-to-day capacity. Their conditions of work are then the same as those of nationals, but not their salaries. The latter are based on the salary scales operative in the foreign national's country of origin, and he makes his own arrangements for insurance.

Nationals from other States of Indochina are not eligible for appointment to primary education staffs on the same terms as Laotese nationals.

### PRIVATE SCHOOLS

Primary teachers in private State-aided or State-inspected establishments, are paid on a contractual or day-to-day basis by those establishments.

### MISCELLANEOUS

The cost-of-living has risen in Laos, and the salary level of public primary teachers no longer corresponds to their present needs.



## LUXEMBURG

From the reply sent by the Ministry of National Education

### SALARIES

Teachers in Luxemburg's primary schools are communal officials. They are appointed by the communal authorities on the advice of the inspectors and subject to government approval.

Their appointments are temporary in the first instance, and become permanent as a general rule after two years' service.

Their salaries are paid by the State, to which the communes repay one-third of the total amount.

A primary man teacher's commencing salary is 54,000 francs a year, rising by six three-yearly increments of 6000 francs and four of 8000 francs a year, to a maximum of 122,000 francs.

A primary woman teacher's salary is 10% less than that of a man teacher.

A nursery school mistress's commencing salary is at most 47,000 francs a year, rising by seven three-yearly increments to a maximum of 75,000 francs. The communal authorities are not obliged to pay these maxima. The payment of the salaries of nursery school mistresses is the exclusive responsibility of the communes, without government aid or control.

The commencing salary of a man teacher in a senior primary school is 82,000 francs a year, rising by three increments of 6000 francs and four of 8000 francs a year, to a maximum of 132,000 francs. The corresponding scale for women teachers is 10% lower.

Teachers at the blind school at Berburg, the deaf-and-dumb institute at Luxemburg, and remand homes, are on the same scale as teachers in senior primary schools.

Denominational women teachers at the various levels receive only 60% of the corresponding salaries of lay teachers.

There are no headmasters, headmistresses or pupil-teachers in Luxemburg's primary schools.

As a disciplinary measure, a teacher's three-yearly increments may be withheld.

Both men and women teachers generally attain their maximum salary after thirty years of service.

Salaries, household and family allowances, and pensions, are subject to revision from time to time in the light of a price index. The figures given in this report are basic (base = 100); in December, 1952, the index was 120.

The provident funds are deemed to be separate legal entities, their committees of control include representatives of the provincial government and of the teachers concerned, and they are run in conjunction with the provincial treasuries.

Teachers are entitled to retire on pension after twenty years' service, at the age of fifty.

Such pension amounts to salary on retirement and is paid half by the province or provident fund, half by the State.

The State pension continues to be paid for two years after the death of a retired teacher to his widow, provided she does not re-marry, his under-age children, his unmarried or widowed daughters, his parents, or unmarried sisters, if they are in need.

Retirement pension may not be drawn conjointly with dismissal indemnity. Teachers may choose whichever of the two they prefer.

Disability pension is paid to officials for the duration of their disability and is equal in amount to last salary, with a minimum of 50 pesos a month. It is paid on presentation of a medical certificate from a doctor of the provident fund. It may not be drawn conjointly with retirement pension or dismissal indemnity.

Sick pay is payable for a maximum of 180 days at the rate of two-thirds of salary for the first half of this period and of one-half of salary thereafter. A medical certificate must be provided by a doctor of the provident fund.

Teachers are required to contribute one-third of their first month's salary to the provident fund and 3% of salary thereafter.

A teacher who becomes unemployed through no fault of his own, continues to receive his salary until the position has been clarified by the competent authorities.

#### FOREIGN TEACHERS

Foreign nationals may be employed as teachers in private schools under the same conditions as Colombian nationals, but must become naturalized if they wish to teach in a public primary school.

#### PRIVATE SCHOOLS

There is no fundamental difference between the conditions of service in public schools and those in semi-public and private schools, both being covered by the same laws.

## CUBA

From the reply sent by the Ministry of Education <sup>1</sup>

### SALARIES

Public primary teachers in Cuba are government officials. They are not engaged on contract, but definitely appointed, and thus, provided they possess the teachers' diploma, enjoy statutorily guaranteed status. If they fulfil their duties satisfactorily, they are assured of permanent employ. They may resign, but may not be transferred, even to a higher post, without their consent.

Their salaries, except in the case of teachers in the communal schools of Havana, are paid by the government.

They are all on the same salary scale, irrespective of whether they work in an urban or rural, junior or senior, day or evening school, or whether they teach normal or abnormal children. The common salary amounts to 97.54 pesos a month, supplemented since a few years ago by an additional 5 pesos a month, and with two five-yearly increments of 5 pesos and 10 pesos a month respectively.

Headmasters of schools with three or more classes receive in addition an allowance varying between 10 pesos and 25 pesos a month according to the number of classes. Schools with less than three classes have no headmaster, but only a head teacher, who is not entitled to any special allowance.

Service is an important factor in promotion, but is not the only one. A promotion list is kept in each district containing the numerical assessment of each teacher's work made each year, and position on this list depends on the best totals.

### ALLOWANCES

Teachers in a rural primary school are entitled to a residential allowance amounting to (a) 20 pesos a month if the school is three or more kilometres from the nearest town, (b) 30 pesos if the school is ten or more kilometres from the nearest town, railway or public road, and (c) 40 pesos if the school is difficult of access and not less than sixteen kilometres from the nearest town, railway or public road.

Many school buildings include accommodation for teachers, but the residential allowance nevertheless continues to be paid.

Primary teachers have no special privileges.

<sup>1</sup> Based on data available in 1950.



## ADDITIONAL SALARIED ACTIVITIES

Primary teachers may not take up any public post other than that to which they are appointed. A teacher in a day school, for example, may not teach in an evening school. They may not engage in any additional activities likely to prove prejudicial to their ordinary work. Provided this condition is observed, they may give private lessons, publish textbooks, or act as commercial representatives.

## HOURS

Schools are open for twenty-five hours a week during thirty-six weeks a year, and teachers are required to be present at school fifteen minutes before lessons begin and to remain long enough after school to supervise the departure of all pupils. Teachers not observing these regulations are liable to disciplinary action.

No regulations exist concerning the time teachers should devote to preparation of lessons and correction of homework.

The sixteen weeks of holiday are divided up as follows: two weeks at Christmas; Holy Week; thirteen weeks for the long vacation. The schools are also closed on 28th January, 24th February, 20th May, 10th October, 27th November, and 7th December.

Teachers are entitled to fully paid holidays, provided they have taught for not less than seventy-five days in the year.

## PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

Teachers may retire on pension at the age of sixty, after twenty-five years' service, or irrespective of age and service if disabled while serving.

Disability pension amounts to 80% of highest salary (including service and grade increments), after twenty-five years' service, 75% after twenty years' service, 70% after fifteen years' service, 60% after ten years' service, and 50% after less than ten years' service.

Retirement pension amounts to 80% of highest salary. It may also be obtained after twenty-five years' service, irrespective of age, and then amounts to 40% of highest salary.

Teachers are required to contribute to the pensions fund 6% of salary or pension, deducted at source, and 50% of the first month of each salary increment.

Teachers are granted sick leave on half pay up to six months, or up to a year in exceptional cases. In certain circumstances a special committee may award full pay during such leave.

Maternity leave is granted on full pay for six weeks before and six weeks after the birth of the child.

A teacher's widow and orphans receive the full pension of the deceased, each getting an equal share of it. In the case of the death of a serving teacher, his heirs are entitled to a pension amounting to 3% of highest salary, for each year of service, to a maximum of 80%; in such a case the

widow receives half this pension, the remaining half being divided among the orphans. In addition to a pension the survivors are paid a lump sum at the time of the death equal to two months' salary.

Teachers being guaranteed stability of employment, the need does not arise in their case for unemployment benefits.

#### FOREIGN TEACHERS

Foreign nationals may teach in both the public and the private schools provided they possess the necessary qualifications. The only exceptions to this ruling occur in connection with national history and geography, which must both be taught by Cuban nationals.

Foreign teachers enjoy the same conditions of service and salary as Cubans.

#### PRIVATE SCHOOLS

Teachers in private schools are engaged on individual contracts. The government limits itself to the inspection of the work of such schools.

## CZECHOSLOVAKIA

From the reply sent by the Ministry of Education <sup>1</sup>

### SALARIES

Like all persons whose main activity is educational, artistic or scientific, primary teachers in Czechoslovakia rank as State officials. Their salaries are paid by the State.

Their conditions of appointment are governed by the act of 17th May, 1950.

Teachers' salary scales are uniform throughout the country, and comprise five grades. Grade I covers infant school teachers, grade II primary teachers (pupils 6 to 11 years of age), and grade III senior primary (so-called intermediate) school teachers (pupils 11 to 15 years of age).

The salary of both men and women teachers is made up of "fixed" salary and "differential" salary.

The "fixed" salary (in Czechoslovak crowns) of men and women teachers in grades II and III is as follows:

#### SCALE OF MONTHLY SALARIES

Years of Service	Monthly Salary	
	Grade II	Grade III
	Crowns	Crowns
0 to 5 . . . . .	4000	4500
6 to 10 . . . . .	4500	5070
11 to 15 . . . . .	5000	5630
16 to 20 . . . . .	5500	6190
21 and over . . . . .	6000	6750

The "differential" salary is additional to "fixed" salary and varies according to the difficulty and quantity of the teacher's work as determined by the organisation of the school, the number of children, the subjects he has to teach, and the amount of correction he has to do.

In such "differential" salary a primary teacher may receive up to 400 crowns a month, or 600 crowns if he is in a school with only a few classes, or 800 crowns if he is working in a special school. The "differential" salary is payable at the end of each semester.

Men and women teachers in charge of a primary school receive the following monthly supplements:

<sup>1</sup> Based on data available in 1951.



## SUPPLEMENTS FOR HEADSHIPS

<i>Primary School</i>		<i>Senior Primary School (Intermediate)</i>	
	Crowns		Crowns
With 1 class . . . . .	500	With 3 classes . . . . .	600
With 2-3 classes . . . . .	600	With 4-6 classes . . . . .	800
With 4-6 classes . . . . .	750	With 7-10 classes. . . . .	1000
With 7 classes or more . .	900	With 11-20 classes . . . .	1200

Men or women teachers responsible for the administration of a special school are entitled to an allowance equal in amount to the allowance granted in the case of other schools at the same level.

There are no pupil or supply teachers.

Promotion to the next higher grade is granted to teachers who have completed the required period of service and given satisfactory work and proof of special professional and political aptitude. Appointment to headmasterships is made by selection on a similar basis. It is thus possible for teachers to attain the maximum salary of their grade after twenty years' service. The length of service required for each increment of "fixed" salary is specified in the contract of employment. Such service may be taken to include periods of military service, of resistance movement activities, of involuntary unemployment under the first republic (1918-1939) or the national-socialist occupation, or of exclusion from the profession through political, national or racial discrimination.

## ALLOWANCES

A recent education act abolished most of the allowances teachers formerly received, including the residential allowance which favoured urban teachers more than their rural colleagues. The "differential" salary scale, in fact, is now of special advantage to rural teachers in schools with only few classes. Provision is now made for family allowances amounting to 300 crowns a month for one child, 650 crowns for two children, 1050 crowns for three, and 1500 crowns for four.

Teachers may also be granted allowances in kind for special services, when more appropriate than other forms of allowance. In general, however, teachers have to pay for benefits in kind. The headmaster of a rural school, for example, has to pay rent for the living accommodation placed at his disposal.

Teachers are not given any special privileges. Like all other categories of workers they are entitled to the following grants additional to family allowances: 5000 crowns at marriage, 2500 crowns on the birth of each child, and in case of death, their heirs receive 5000 crowns for funeral expenses.

## ADDITIONAL SALARIED ACTIVITIES

Men and women primary teachers are not only entitled but even expected to engage in activities outside school hours in connection with youth organisations, evening classes, and adult and physical education.

Payment for such activities is made in the form of special bonuses, as is also the case with any extra duties teachers undertake at school, such as control of the school library or organisation of a school museum. Such payment may total as much as 12,000 crowns a year.

Teachers are also entitled to assume public office and may thus become members of parliament and national and trade union committees, officials of cooperatives, and the like.

### HOURS

Primary teachers are normally required to teach twenty-six hours a week, and senior primary teachers twenty-four hours a week. In certain cases they may be excused one or two hours on account of the special nature of their work.

Teachers responsible for administration are normally required to spend an additional three hours a week on such work, in a primary school with one class, six to eight hours in a primary or intermediate school with two or three classes, eight to twelve hours in a school with four to six classes, and ten to fourteen hours in a school with seven to ten classes.

If circumstances make it necessary, teachers may be required to increase their total of class hours by 20%. For each supplementary hour they are paid 30 crowns in a primary school and 40 crowns in an intermediate school.

The regulations requiring teachers to be at school fifteen minutes before lessons begin, are now under revision.

No regulations exist concerning the time teachers should devote to preparation of lessons and correction of homework, but account is taken of such work in calculating their "differential" salary.

Holidays comprise the summer vacation (29th June to 31st August), the Christmas holiday (23rd December to 2nd January), Easter (five days), term holidays (three days), and May Day. Teachers are required, however, to spend part of their summer vacation at further training courses or holiday camps, or on harvest work at the children's homes.

All holidays are fully paid.

### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

In accordance with a government decree dated 11th July, 1950, all officials, including teachers, participate in the State-administered insurance fund.

In order to be entitled to retirement pension, a primary teacher must be sixty years of age or have completed not less than twenty years' service on contract. Before the new act on officials' salaries came into force, i.e., before the 1st April 1950, such pension amounted after thirty-five years' service to basic salary plus family allowances. New retirement pension scales are now being drawn up.

Prior to 1945 teachers contributed 8% of salary, deducted at source. Since that year such contributions have been paid by the State.

In accordance with the contract of employment teachers who fall ill receive full salary for a period varying according to service from six to fourteen weeks, then 50% of salary; if the illness is prolonged this sum is increased by from 10% to 15%, and at the end of a year a disability pension of 8400 crowns a year plus 20% of annual income plus a supplement of 0.4% of the pension for each year of service up to twenty and 0.8% for each subsequent year of service.

In order to be entitled to illness and disability benefits, teachers are required to contribute 2% of salary, deducted at source.

The insured person and the members of his family are entitled to free medical care, medicaments, and periods in hospital or convalescent home. This provision includes pregnancy.

The widow of the insured person receives 50% to 70%, and an orphan 50%, of the pension due to the deceased.

The problem of unemployment does not arise in Czechoslovakia and the law therefore makes no provision for unemployment allowances.

#### FOREIGN TEACHERS

Only Czechoslovak nationals may become State officials, including teachers. Exceptions to this rule may be made only by decision of the government or other competent authority.

Duly qualified persons from any part of the country may teach in any other part on the same terms as the local inhabitants.

#### PRIVATE SCHOOLS

Private schools do not exist in Czechoslovakia.



## ALLOWANCES

All primary teachers are entitled to a household allowance replacing the former residential, accommodation and cost-of-living allowances and varying in amount according to basic salary, place of domicile, and family responsibilities.

In the case of married men, or widowed or divorced men with dependent children, the household allowance is calculated according to the following scale :

Residential Category	Basic Salary Up to 126,000 fr.	Basic Salary 126,000 to 150,000 fr.
A	16,000 fr. p.a.	18,000 fr. p.a.
B	14,000 fr. p.a.	16,000 fr. p.a.

Single men and women receive a household allowance amounting to 75% of that payable to married men. Married women are not entitled to the household allowance unless their husband's income is insufficient to cover the expenses of the household.

Serving and retired married and widowed men are entitled to a family allowance for each dependent child under nineteen years of age. This age limit is (a) waived entirely in the case of a child unable to earn his own living on account of physical or mental disability, provided that what he can earn does not exceed five times the allowance, and (b) extended to twenty-three in the case of a child pursuing university or professional studies.

The term "dependent child" is held to cover (a) legitimate children, (b) legitimized children, (c) the wife's children for whose upbringing the teacher is responsible, (d) registered children born out of wedlock, (e) grandchildren for whose upbringing the teacher is responsible, and (f) children for whose upbringing the teacher has made himself permanently responsible and who form part of his household.

Only one allowance is payable in respect of any given child, even though both parents are entitled to such an allowance.

Family allowance amounts to 370 francs per month, tax-free, for each of the first four children, and 370 francs for each subsequent child plus a progressive increment of 40 francs per month for each such child.

All the above mentioned allowances are paid by the State, one-third of the total sum involved being repaid to it by the communes.

Accommodation is available for primary teachers in some communes at a low rent.

In order to encourage teachers to improve their qualifications, the government pays holders of the continuation and senior primary teacher's diplomas annual bonuses of 7200 and 4800 francs respectively, not awardable jointly. These bonuses are adjusted in the light of the price index, and are not covered by the salaries act.

Certain slight modifications in the above scales of allowances are under consideration.

## ADDITIONAL SALARIED ACTIVITIES

The primary education act forbids teachers to take up any additional employment, trade or profession except with government permission.

Continuation classes, except those for certain practical subjects, are so far as possible given to primary teachers.

The minimum payment for such classes is 30 francs an hour, and the maximum often exceeds 40 francs.

Teachers are entitled to give private lessons and to publish textbooks.

### HOURS

Primary teachers are required to work twenty-seven hours a week, and to be at school ten minutes before classes begin.

No regulations exist as to the time a teacher should devote to preparation of lessons, correction of homework, or other activities.

Primary schools are closed on Sundays, public holidays, two half-days a week, the birthday of H.R.H. the Grand Duchess, St. Nicholas Day, and All Souls Day. The Christmas holidays extend from Christmas to New Year's Day. The "Carnival" holiday comprises Shrove Monday and Tuesday. The Easter holidays extend from the Thursday preceding Good Friday to Low Sunday. The Whitsun holidays include the Thursday following Whit Sunday, and may be extended to Trinity Sunday.

The summer holidays begin on the penultimate Sunday in July and may not exceed seven weeks.

The communal authorities fix certain local holidays each year, subject to government approval, such as Adoration Day, the local saint's day, or the procession of Our Lady of Luxemburg.

Regulations thus provide for a total of sixty day's vacation a year, not including Sundays, the weekly half-days, or public holidays. All holidays are fully paid.

### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

A health insurance scheme for government officials exists, to which men and women primary teachers are compulsorily affiliated.

The scheme is administered by the insured.

The insured person and his family enjoy the same benefits.

No disability or unemployment insurance scheme exists for primary teachers. Such teachers, however, are granted long leave on full pay in the case of serious illness, and where necessary they are granted special allowances or pension supplements by the government in the case of their contracting tuberculosis and being dismissed or pensioned before the retirement age.

Primary teachers are entitled to pensions under the following conditions :

(1) Primary and senior primary men teachers : (a) after thirty years' service and at sixty years of age ; (b) after twenty years' service and at sixty-five years of age ; (c) after ten years' service, if disabled ; (d) at any time, if permanently disabled through an accident occurring in the course or on account of duty or as the result of an act in the public interest or to save human life.

(2) Primary and senior primary lay and denominational women teachers : (a) after twenty-five years' service and at fifty years of age ;

## DENMARK

From the reply sent by the Ministry of Education

### SALARIES

Public primary teachers in Denmark rank as primary education officials. In accordance with the primary teachers' salaries act of 12th July, 1946, their appointments are made permanent after a period of not less than two years as pupil-teacher or teacher engaged by the hour.

Their salaries are paid by the communes, which receive the following grants from the government for the purpose :

- (a) one-fifth of basic salaries as fixed by the above-mentioned act of 12th July, 1946 ;
- (b) all increments as fixed by that act ;
- (c) four-fifths of cost-of-living and family allowances ;
- (d) three-fifths of pensionable allowances ;
- (e) various personal allowances ;
- (f) similar grants as in (a), (c) and (d) for the salaries of pupil, probationary and qualified supply teachers ;
- (g) half the cost of the primary teachers' sickness fund.

The salary scales of primary staffs are as follows :

A. Urban schools and urban-type rural schools :

*Headmasters.* Commencing annual salary of 9000 crowns rising by three-yearly increments of 600 crowns a year to a maximum of 10,200 crowns.

*Inspectors.* Commencing annual salary of 5700 crowns rising by three-yearly increments of 600 crowns a year to a maximum of 7500 crowns. If in addition to his own school a senior primary teacher is responsible for all education in the commune, he is appointed municipal inspector and thus becomes entitled to pensionable salary the amount of which is fixed in each individual case by the Ministry of Education but which in no case exceeds the salary of a municipal director of schools. The government pays half such salary.

*Assistant Inspectors.* Commencing annual salary of 4800 crowns rising by three-yearly increments of 600 crowns a year to a maximum of 6000 crowns.

*Senior primary teachers (men and women).* Commencing annual salary of 4500 crowns rising by three-yearly increments of 600 crowns to a maximum of 5700 crowns.



*Primary teachers* (men and women). Commencing annual salary of 3300 crowns rising by three-yearly increments of 420 crowns a year to a maximum of 4980 crowns.

B. Rural schools :

*Headmasters and men and women teachers of all-age schools.* Commencing annual salary of 3120 crowns rising by three-yearly increments of 420 crowns a year to a maximum of 4800 crowns. Headmasters receive in addition a supplement of 100 crowns for each class preparing for the final examination and 50 crowns for each of the other classes.

*Primary teachers* (men and women). Commencing annual salary of 2700 crowns rising by one three-yearly increment of 300 crowns a year and then three-yearly increments of 360 crowns a year to a maximum of 4440 crowns.

*Junior school mistresses* (children from seven to ten years of age). Commencing annual salary of 2220 crowns rising by three-yearly increments of 240 crowns a year to a maximum of 3420 crowns.

Teachers on temporary appointment in winter schools receive the same salary as teachers in rural schools.

Pupil-teachers, teachers engaged by the hour, and qualified supply teachers receive 90% of the basic salary of the post they occupy.

Promotion of primary staffs is by selection. All qualified teachers may apply for appointment to a higher post falling vacant. The local school committee puts forward their names, and appointments are finally made by (a) the provincial school authorities, in rural areas, (b) the municipal council, subject to approval by the Ministry of Education, in urban areas, and (c) the Copenhagen school committee, in Copenhagen. First appointments are also filled in this way, candidates otherwise merely being required to have passed the primary teacher's examination.

Headmasters and inspectors of urban primary schools and provincial educational advisers are appointed by the King on the suggestion of the Ministry of Education, which selects five candidates from those proposed by the local school committee or the provincial school authority of the schools concerned. In Copenhagen senior primary teachers are appointed by the Copenhagen school authorities, and the director and the three assistant directors of schools by the municipal council.

The distribution of primary staffs by category is as follows :

<i>A. Urban School Staffs</i>	Copenhagen	Elsewhere	Total No.
Headmasters . . . . .	1	12	13
Inspectors . . . . .	0	16	16
Senior primary teachers . . . . .	73	326	399
Assistant inspectors . . . . .	133	312	445
Senior school teachers . . . . .	563	1126	1689
Primary teachers . . . . .	1670	4011	5681
Primary teachers engaged by the hour .	0	492	492
Total	2440	6295	8735

Men represent 58.92% of the combined total.

<i>B. Rural School Staffs</i>		Total No.
Headmasters and teachers in all-age schools . . . . .		3266
Primary teachers (men) . . . . .		786
Primary teachers (women) . . . . .		1288
Junior school mistresses . . . . .		878
Nursery-infant mistresses . . . . .		7
Winter school teachers . . . . .		139
Total		6364

Men represent 61.3% of the total.

#### ALLOWANCES

Teachers in rural schools and mistresses in rural junior schools generally have accommodation (large enough for the teacher and his or her family) and a garden placed at their disposal by the communal authorities. Should for any reason such accommodation not be available, teachers receive an allowance amounting as a rule to about 500 crowns a year.

Senior primary teachers and teachers in urban primary schools are not entitled in principle to accommodation. Whenever a rural school is transformed into an urban school, the Ministry decides to what extent teachers' accommodation is to be continued. The Ministry may also stipulate that accommodation for the headmaster be made available in newly erected urban schools.

One-eighth of a teacher's basic salary is retained for accommodation, plus one-eighth of pensionable increments if he is married, and one-twelfth if he is single.

In common with all other officials primary teachers receive residential and cost-of-living allowances and certain pensionable allowances. The residential allowance varies according to the size of the commune concerned. The cost-of-living allowance varies according to a price index revised every six months, and amounts at the present time to between 5352 and 9628 crowns a year for married teachers. The pensionable allowances vary, according to annual salary, between 960 and 1920 crowns a year.

As already indicated, four-fifths of the cost-of-living allowance is paid by the government. The remaining one-fifth is paid in the ratio of one to two by the school fund and the commune. Similarly, three-fifths of pensionable increments are paid by the government. The remaining two-fifths are shared equally by the school fund and the commune. The whole of the residential allowance is paid by the commune.

On being transferred certificated primary staff receive an allowance based on the regulations concerning government officials. A teacher transferred at his own request, receives an allowance before he moves, calculated on the basis of salary. If this allowance does not cover reasonable transfer expenses, he may receive an additional sum on presenting the invoices. He himself is in any case required to pay a minimum of one-fifth of his transfer expenses (excluding fares for himself and his family). In the case of transfer occasioned through promotion, all transfer expenses are paid, and before the move is made the official receives an allowance amounting to 1% of annual salary, if he is single, and 2% if he is married. After the transfer has been effected, he may in addition receive an allowance covering loss of accommodation, to a maximum of 20% of pensionable salary plus cost-of-living allowance. A transferred

official may also be granted an allowance if he is obliged to provide for two homes, one for himself at his new post, and one for his family where he previously worked. Transfer allowance is not payable if a teacher has had a transfer less than three years previously, unless such transfer was occasioned by promotion or by order of the authorities.

In the case of a transfer which is by order of the school authorities but does not involve promotion, the teacher in addition to the allowances set out above receives an allowance amounting to 3% of pensionable salary plus cost-of-living allowance, if he is single, 6% if he is married, and 1% if he is under twenty-five years of age.

A primary teacher who has to move on retirement is granted an allowance amounting to 25% of the sums retained each year on his salary. A similar allowance is made to the widow of a teacher.

### ADDITIONAL SALARIED ACTIVITIES

Public primary teachers are permitted to accept additional posts in public education, such as evening class work, or engage in administrative activities as members, for example, of the local education committees or the municipal councils. They may also undertake private salaried activities, provided that their ordinary work does not suffer in consequence.

A qualified primary teacher is not permitted to accept an additional post giving him the right to a pension.

### HOURS

Primary teachers are required to work thirty-six hours a week. Inspectors and assistant inspectors do fewer hours than this, their timetable being arranged in each individual case by the municipal authorities. As a general rule an inspector has eighteen hours' teaching a week and an assistant inspector thirty. Teachers of the senior classes of both the examination and the non-examination sections or of the classes for backward children, may also have their hours reduced. A teacher's hours may also be reduced to compensate for time spent on correction.

For hours in excess of the regulation number teachers receive a special allowance varying in amount with their years of service.

Teachers are required in the ordinary course of their duties to supervise the arrival and departure of the pupils.

The school year comprises an average of 240 work days. All holidays are fully paid.

### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

The general pensions regulations applying to government officials apply also to primary teachers. The latter are entitled to a pension provided they became certificated before the age of forty; the proviso may be waived in special cases. Such pension varies according to age and service from eighteen to forty-two sixtieths of the average of the last three years of pensionable salary. In accordance with the same regulations they are entitled to a cost-of-living allowance.



To obtain pension rights teachers are required to pay contributions (half to the government fund, half to the school fund) amounting to 5% of basic salary, increments, and personal allowances (including headmasters' allowance). These contributions are deducted from salary.

When a certificated teacher is absent through illness, the salary of the teacher who replaces him is paid, half by the commune and half by the school fund, for up to one year, and thereafter entirely by the school fund.

The duration of sick leave is now covered by a ministerial regulation, but the right to free replacement remains unchanged.

Maternity leave is treated in the same way as sick leave, except that the Ministry, when the mistress has again returned to duty, may authorize her absence as additional to the sick leave to which she is entitled.

A primary teacher's widow is entitled to a pension. If her husband had not reached pensionable age at the time of his death, such pension amounts to one-fifth of salary. If, on the other hand, he had reached pensionable age, it varies according to his age and service from sixteen to twenty-four sixtieths of his pensionable salary. The maximum pension is payable in such cases only if the couple have been married not less than twenty-five years. If the teacher married when he was already over sixty or on his death bed, then the widow is not entitled to any pension at all. A widow, moreover, who remarries, loses her pension rights until such time as she again becomes a widow.

Retired teachers or their widows receive allowances for each child up to eighteen years of age, or up to twenty-five years of age in the case of a child whose education is not yet completed. Similarly, orphans of primary teaching staffs are entitled to a pension of 330 crowns a year.

Primary teachers are not entitled to an unemployment allowance.

### FOREIGN TEACHERS

Public primary teachers are required to be Danish nationals. Foreign nationals wishing to teach in a private school must first secure a residence and work permit.

### PRIVATE SCHOOLS

In accordance with the private primary schools act dated 12th July, 1946, the teachers of such schools receive the same salary as their colleagues in the public rural schools. If they are Danish nationals, they are entitled to belong to a pensions fund provided they have no other pensionable post.

## DOMINICAN REPUBLIC

From the reply sent by the Secretary of State for Education and Fine Arts <sup>1</sup>

### SALARIES

Public primary teachers in the Dominican Republic are government employees. They are appointed by the President of the Republic for an indefinite period, and may be dismissed only for grave misconduct proved after careful inquiry and as defined in article 50 of the public education act. Proceedings against a teacher accused of misconduct are instituted by the Secretary of State for Education and Fine Arts in conjunction with the bodies under his control.

The salaries of public primary teachers are paid by the government in accordance with the following scale :

SCALE OF MONTHLY SALARIES CORRESPONDING TO TYPES OF TIMETABLE		Pesos
Headmasters and teachers in primary schools in frontier areas . . . .		90
Headmasters in urban and rural primary schools . . . . .		40
Teachers in multi-class schools in the provinces :		
(1) 3 ½ hours at 8 pesos . . . . .		28
(2) 4 hours at 8 pesos . . . . .		32
(3) 5 hours at 9 pesos . . . . .		45
Teachers in multi-class schools in the capital :		
(1) 3 ½ hours at 10 pesos . . . . .		35
(2) 4 hours at 10 pesos . . . . .		40
(3) 5 hours at 10 pesos . . . . .		50
Headmasters of multi-class schools :		
(1) junior primary . . . . .		65-100
(2) senior primary . . . . .		110-150

Promotion is made on the basis of a teacher's conduct, teaching ability, training and results. Practically no account is taken in this connection of his years of service, except in the case where he is competing for a post with a teacher of otherwise equal worth.

The distribution of teachers by salary level is as follows :

601 teachers (23.7%)	earn 28 pesos per month
607 " (24.3%)	" 32 " " "
111 " (4.3%)	" 35 " " "
1051 " (41.5%)	" 40 " " "
129 " (5.1%)	" 45 " " "
28 " (1.1%)	" 50 " " "

<sup>1</sup> Based on data available in 1950.

## ALLOWANCES

Primary teachers have no special allowances or privileges.

## ADDITIONAL SALARIED ACTIVITIES

In addition to their ordinary teaching duties primary teachers are permitted to take up other official employment or private administrative or commercial activities.

## HOURS

The number of hours primary teachers are required to work varies with the type of school. It may be four hours a day (8 a.m. to mid-day), three and a half hours (2 p.m. to 5.30 p.m.), or five hours (8 a.m. to 11 a.m. and 3 p.m. to 5 p.m.). There being five days of school a week, teachers may thus work twenty, seventeen and a half, or twenty-five hours a week.

Primary teachers are required to be present at school not less than ten minutes before classes begin, to supervise the arrival of the pupils, and are also required to supervise their departure.

No regulations exist concerning the time teachers should devote to preparation of lessons and correction of homework.

Public primary teachers have eighty-five days of paid holiday a year, i.e., sixty-two days for the summer vacation (16th July to 15th September), fourteen days at Christmas (24th December to 6th January), seven days in Holy Week, and two days for the national holiday (26th and 27th February).

## PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

Provision is made for primary teachers' pension rights in article 21 of the public education act. Such pension is granted at the age of sixty, after twenty years' service. On presentation of medical certificates signed by certain officially approved doctors, pensions are also granted at the present time on demand to teachers whose state of health is such that they are unable to continue giving efficient service.

It is laid down by law No. 1316 on government civil pensions that a pension may not exceed 60% of salary at time of retirement.

Primary teachers are not required to contribute to the pensions fund. They are not entitled to illness or disability allowances, but they may obtain paid leave of absence for such cause to a maximum of six months. Women teachers are granted two months' paid maternity leave (one month before, and one month after, the birth of their child).



## FOREIGN TEACHERS

Foreign nationals are permitted to teach in public or private schools under the same conditions as nationals of the Republic.

## PRIVATE SCHOOLS

Except that their salaries are not paid by the same authority, teachers in private primary schools enjoy precisely the same conditions as their colleagues in the public ones.

## ECUADOR

From the reply sent by the Ministry of Education

### SALARIES

Teachers in public educational establishments in Ecuador rank as either State or communal officials. Their salaries are paid by the State or by the commune employing them. In some cases salaries paid by the State are augmented by a subsidy from the municipality.

Duly qualified teachers enjoy permanent appointments. If it is necessary to transfer them for service reasons, they suffer no loss of status or salary.

In accordance with the *Ley de Escalafón y Sueldos* (promotion and salaries act), teachers may be suspended from duty only on the following grounds: (a) proven faults or grave misconduct, (b) incompetence as certified by the director of education, (c) abandonment of, or unjustifiable absence from, duty, (d) absence through illness for a period exceeding the statutory maximum, (e) retirement by request or incompetence, (f) reaching the age limit, (g) resignation.

A teacher suspended on one of these grounds is obliged to relinquish his post, but continues to receive monthly allowances amounting to 50% of his salary in the case of grounds (a) and (c), 75% in the case of ground (b), and 100% in the case of grounds (d) and (f).

Suspension from duty may not last more than ninety days, and counts as pensionable service.

If during the period of suspension from duty the teacher concerned is able to disprove the charge made against him, the Ministry may rescind the suspension order.

At the termination of the period of suspension, the teacher may be re-instated if the grounds for his being suspended no longer hold, or he may be dismissed the service on one of the following grounds: (a) misconduct proven by the competent authorities, after due inquiry and hearing have been granted the teacher; (b) professional incompetence certified by the competent authorities; (c) attaining the age limit; (d) retirement; (e) voluntary resignation; (f) unjustifiable abandonment of duty.

In obvious cases the Ministry may dismiss a teacher without preliminary suspension.

Public primary teachers are paid in accordance with the salary scale given on the following page.

Basic salary is increased by 10% in the case of headmasters of pre-primary establishments and incomplete primary schools, 20% in the case of headmasters of complete primary schools, 30% in the case of teachers of experimental classes, special schools, and schools attached to normal schools, and 40% in the case of inspectors.

## SALARY SCALE OF PUBLIC PRIMARY TEACHERS

Category	Basic Monthly Salary	Monthly Allowances
	Sucres	Sucres
1st . . . . .	500	170
2nd . . . . .	550	170
3rd . . . . .	605	170
4th . . . . .	665	170
5th . . . . .	730	160
6th . . . . .	805	150
7th . . . . .	885	145
8th . . . . .	975	140
9th . . . . .	1075	135
10th . . . . .	1185	130

The municipalities grant corresponding supplements to teachers, varying between 20% and 50% of basic salary.

The provincial promotion committees (*Comisiones Provinciales de Escalafón*) recommend promotion of primary and kindergarten teachers to the next higher category who have (a) completed satisfactorily the regulation four years' service in their present category, and (b) presented certain work for promotion.

In selecting a teacher for a special post, preference is given to the candidate who has made the appropriate studies and, other things being equal, has the best qualifications or the highest ability.

To attain their maximum salary, teachers must have taught for not less than twenty-four years.

The present distribution of public primary staff by category is as follows :

## DISTRIBUTION OF PUBLIC PRIMARY STAFF BY CATEGORY

Category	Men	Women	Total	Percentage
1st . . . . .	210	564	774	15.29
2nd . . . . .	413	464	877	17.32
3rd . . . . .	319	499	818	16.36
4th . . . . .	316	539	855	16.90
5th . . . . .	169	296	465	9.18
6th . . . . .	50	77	127	2.50
7th . . . . .	36	75	111	2.19
8th . . . . .	41	61	102	2.00
9th . . . . .	25	48	73	1.40
10th . . . . .	24	35	59	1.10
Uncertificated . .	167	483	650	12.80
Evening class . .	49	82	131	2.58
Fixed salary . . .	19	—	19	0.40
Totals	1838	3223	5061	100.00

## ALLOWANCES

State teachers are granted a special allowance when their school is in a frontier area, the eastern provinces, the Galapagos Islands, or a district listed by the public health authorities as being unhealthy.



(b) after twenty years' service and at sixty-five years of age ; (c) after ten years' service, if disabled ; (d) at any time, if permanently disabled through an accident occurring in the course or on account of duty or as the result of an act in the public interest or to save human life.

As for other officials, the compulsory retirement age for primary teachers is sixty-five. Teachers whose inaptitude is such that it affects the satisfactory performance of their duties, may also be compulsorily retired.

The amount of pension is fixed at one-third of the last salary, plus (a) one-sixtieth of such salary for each year of service beyond ten, for men teachers, and (b) one fiftieth of such salary for each year of service beyond ten, for women lay and denominational teachers. A pension, however, may not exceed five-sixths of such salary, which in the case of teachers in residential category B (see above) is taken to include household allowance.

Teachers are not required to contribute to the pensions fund.

Teachers absent through illness continue to receive their salary, provided they furnish a medical certificate. The government pays two-thirds and the communal authorities one-third of the cost of replacing them.

A widow without children is entitled to one-half of the pension her husband was receiving or would have received at the time of his death.

Orphans pension is calculated as follows : (a) for a widow who is entitled to pension and is the mother of all the children : eight-fortieths of the deceased husband's pension for one or two children, nine-fortieths for three children, and ten-fortieths for four or more children ; (b) if the widow is not entitled to, or has been deprived of, pension, or if there is no surviving widow : six-twentieths of the deceased husband's pension for one child, eight-twentieths for two children, nine-twentieths for three children, and ten-twentieths for four or more children ; (c) for a widow with or without children by the deceased husband, but with children from a preceding marriage : an amount is deducted from the pension of such widow equal to the pension such orphans would be entitled to if there was no surviving widow.

The existing pension terms for primary teachers and government officials will be modified, if a law now under consideration by parliament is passed.

There are no unemployment allowances for teachers.

### FOREIGN TEACHERS

Only Luxemburg nationals are eligible to teach in the country's primary schools.

### PRIVATE SCHOOLS

Teachers in private primary schools are required to be Luxemburg nationals and to possess the qualifications required of teachers in public schools.

Private schools in Luxemburg are subject to the same inspection and control as public schools, but their teachers do not enjoy the same privileges as their colleagues in public schools.

## MEXICO

From the reply sent by the Secretary of State for Education<sup>1</sup>

### SALARIES

The conditions of employment of public primary teachers in Mexico are defined in the government employees act. Their salaries are paid by the federal or a state government, or both.

Uniform salary scales do not exist, but the following scale may be considered as fairly typical:

#### SCALE OF MONTHLY SALARIES

Category	Salary Pesos
Teacher in a Federal District experimental primary school . . .	393
Mistress in a Federal District experimental kindergarten . . .	347
Mistress in a kindergarten attached to a normal school . . . .	320
Mistress in a Federal District kindergarten . . . . .	238
Mistress in a state or territory kindergarten . . . . .	220
Teacher of a primary class in a Federal District day school . .	347
Teacher of a primary class in a Federal District evening school .	194
Teacher in a special school . . . . .	393
Headmaster of a Federal District experimental primary school or of a school for abnormal children . . . . .	539
Headmaster of a Federal District primary day school . . . . .	420
Headmaster of a Federal District primary evening school . . .	238
Headmistress of a Federal District kindergarten . . . . .	420
State or territory primary school teacher with an urban normal school diploma . . . . .	320
State or territory primary school teacher with a rural normal school diploma . . . . .	238
Teacher in a Federal District rural primary day school . . . .	220
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Teacher in a state or territory rural primary school . . . . .	194
Rural primary school headmaster with an urban normal school diploma . . . . .	383
Rural primary school headmaster with a rural normal school diploma . . . . .	270

Pupil-teachers do not receive salary proper.

Teachers are awarded salary increments on the basis of their teaching ability, and if they prove equal in this respect, preference is given to the most senior of them. As a general rule teachers require from ten to fifteen years to reach their maximum salary.

<sup>1</sup> Based on date available in 1950.

In certain communes the municipal authorities grant their teachers and other employees a family allowance, accommodation suited to the size of their family, or a rent allowance.

All such allowances are paid by the salary-paying authority.

Like other officials, State teachers receive an allowance for travelling expenses when they are transferred to another province.

#### ADDITIONAL SALARIED ACTIVITIES

In accordance with the constitution of Ecuador, no person may occupy two official posts simultaneously, service as deputy or senator excepted. Primary teachers, however, are allowed to engage in private salaried activities, such as private lessons, publishing, and business, provided such activities do not interfere with their teaching.

#### HOURS

Primary teachers are required to be present at school for thirty-two hours a week. Of this amount of time, from twenty-two to twenty-eight hours are devoted to lessons, the rest to preparation of lessons, correction of homework, and making of teaching materials.

Teachers nominated for supervision duty are required to arrive at school half-an-hour before lessons begin, and not to leave before all the pupils have gone. The remaining teachers are required to arrive quarter-of-an-hour before lessons begin, and to supervise their pupils.

Primary teachers have ninety-two days' holiday per annum, including the long vacation of two months.

Teachers who have not been absent during the school year are paid in full during the long vacation. Teachers who have been absent receive during the long vacation one-tenth of monthly salary for each month they have taught during the year.

#### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

The social security act in Ecuador is a general one and applies to all public officials and employees, primary teachers included. In accordance with this act, insurance is compulsory, contributions being paid into the statutory social security fund administered by a private company.

Primary teachers are entitled to a pension from this fund after thirty years of service, at the age of fifty-five, or after fifteen years of service, at the age of sixty-five.

Such pension amounts to 40% of the yearly average of the last sixty months of service, plus 1.25% of that average for each year of contribution to the fund subsequent to the first five.

Contributions amount to 5% of monthly salary for pension rights, 2% for health insurance, and 1% for life insurance.

After their sixth monthly contribution to the fund, teachers are entitled to medical aid for illness or maternity, for a period not exceeding twenty-six weeks for each illness or period of maternity.



Teachers are entitled to a disability pension, varying in amount with the nature of the disability, at any point in their career in the case of service accident disability, and after their sixtieth contribution to the social security fund in the case of other categories of disability.

Widows are entitled to a pension if the deceased husband (a) was in receipt of a social security fund pension or (b) a government pension, or (c) had made not less than sixty monthly contributions to the fund, or, alternatively, had died as the result of a service accident.

Such pension amounts to 30% of the disability or retirement pension the deceased husband was enjoying or might have enjoyed at the time of his death.

On the death, moreover, of a person receiving a social security fund or government pension, or insured for not less than five years, a pension is also granted for each son up to eighteen years of age, each unmarried daughter up to twenty-one years of age, and each disabled child without limit of age.

Orphans pension may also be granted from the fund, due account being taken of the family's financial resources, for all sons between the ages of eighteen and twenty-one who are pursuing their studies at a public or approved establishment.

Orphans pension amounts to 15% of the retirement or disability pension the deceased was enjoying or might have enjoyed at the time of his death.

A widow is pensioned for life or, if she remarries, until two years after her remarriage.

A widow's pension amounts to a minimum of 15 sucres a month, and that of an orphan or other dependent to a minimum of 9 sucres (15 sucres in the case of an orphan who has lost both parents).

A person who ceases to come within the framework of the social security fund, retains his disability, retirement and life insurance rights for a period equal to one-tenth of the time during which he has paid contributions, or for six months, whichever is the greater.

## FOREIGN TEACHERS

Foreign nationals fulfilling certain conditions are accepted on contract by the government and the municipalities as public teachers. They may teach in private schools provided they can produce evidence of satisfactory education and qualifications. In a public school their salary does not come within the provisions of the promotion act, but is a matter of agreement between the parties concerned. They partake of the benefits of the insurance scheme on the same terms as the nationals of Ecuador.

## PRIVATE SCHOOLS

The salaries of teachers in private schools are fixed by the schools themselves. Such teachers are affiliated to the employees' and workmen's insurance fund (*Caja del Seguro de Empleados privados y Obreros*), the benefits of which correspond to those of the social security fund.

## ALLOWANCES

Primary teachers may receive various salary bonuses, and also special allowances compensating where need be for the unhealthy nature of the district in which they work or for a rise in the cost-of-living.

As with other officials and agents, teachers and their families are transferred at government expense.

## ADDITIONAL SALARIED ACTIVITIES

Teachers are permitted to engage in official or private salaried activities in addition to their ordinary teaching, but not to stand as candidates at elections.

## HOURS

Primary teachers are required to work a minimum of thirty hours a week and a maximum of forty-two. They are also required to supervise the arrival and departure of the pupils, within time-limits fixed by each individual school.

No regulations exist concerning the time teachers should devote to preparation of lessons and correction of homework.

Apart from the usual weekly holidays, primary teachers enjoy eighty fully paid days' holiday a year.

## PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

Matters of teachers' insurance and retirement pensions are covered by legal enactments.

The primary teachers' insurance fund is administered by their association, and their pensions fund by the federal government.

To be entitled to retire on pension primary teachers must be not less than fifty-five years of age, and have completed a minimum of fifteen years' service.

Pensions are calculated as a percentage of last salary on the basis of years of service, in accordance with the following scale :

Years of Service	Percentage of last salary	Years of Service	Percentage of last salary
After 15 years . . . . .	40	After 23 years . . . . .	65
" 16 " . . . . .	42.5	" 24 " . . . . .	70
" 17 " . . . . .	45	" 25 " . . . . .	75
" 18 " . . . . .	47.5	" 26 " . . . . .	80
" 19 " . . . . .	50	" 27 " . . . . .	85
" 20 " . . . . .	52.5	" 28 " . . . . .	90
" 21 " . . . . .	55	" 29 " . . . . .	95
" 22 " . . . . .	60	" 30 " . . . . .	100

Teachers' contributions to the pensions fund amount to 5.5% of salary, retained at source.

In the case of disability contracted while serving, teachers are entitled, irrespective of their length of service, to a pension equal in amount to the last salary on which pensions fund contributions have been retained.

After their first six months of service, teachers are entitled to fifteen days' paid sick leave and, after a further period of six months, to sick leave varying in length in proportion to their length of service, and rising to a maximum after ten years of sixty days on full pay and sixty days on half pay.

These benefits are covered by the contributions paid into the pensions fund.

The dependents of a teacher who dies as the result of professional or other causes, or of a teacher who has already acquired pension rights, receive a pension equal in amount to that which the deceased would have received, such pension being paid for one year and then decreased by 10% each ensuing year.

#### FOREIGN TEACHERS

Foreign nationals are permitted to become public primary teachers. Mexican nationals may teach in any state or territory.

#### PRIVATE SCHOOLS

Teachers in approved private schools work under the same conditions as their colleagues in public schools.



## EGYPT

From the reply sent by the Ministry of Education

### SALARIES

Public primary teachers in Egypt are considered to be State officials. Private primary teachers are in a similar position, in accordance with a law promulgated by the Ministry, which makes them delegates to the private schools.

There are two categories of State officials: (1) officials appointed before 1935, excepting those failing to pass the medical examination and thus to be appointed permanently before the application of the law abolishing pensions; (2) officials appointed after 1935.

Since the elementary teachers formerly coming under the municipal councils were attached to the Ministry of Education, the salaries of all public primary, secondary, and technical teachers have been paid by the State. At each of these three levels, there is a salary scale which is uniform throughout the country. This scale applies also to private teachers.

The amount of salary depends upon qualifications and not on the category of school. Primary teachers are divided into salary grades, as follows:

(a) Men teachers with the elementary teaching certificate are appointed to elementary schools, and are placed in salary grade VIII (£E 6 to 12 a month) with a commencing salary of £E 5 per month increasing by £E  $\frac{1}{2}$  a month every two years.

(b) Women teachers with the diploma of the supplementary section (two-year course following elementary teaching certificate) are appointed to kindergartens and primary schools, and are placed in salary grade VIII with a salary of £E  $7\frac{1}{2}$  a month.

(c) Teachers with intermediate diplomas such as the primary normal school diploma or the arts and crafts school diploma are appointed to primary or similar schools, and placed in salary grade VII (£E 8 to 15 a month) with two-yearly increments of £E 1 a month. It is proposed to place teachers with the primary normal school diploma in lower salary grade VI with a salary of £E  $10\frac{1}{2}$  a month.

(d) Teachers with advanced diplomas such as those of the higher normal school or the institute of primary education, with university qualifications (baccalaureate or degree), or with the advanced diploma of fine arts, are appointed to primary schools and placed in salary grade VI (£E 15 to 25 a month) with a commencing salary of £E 12 a month and two-yearly increments of £E  $2\frac{1}{2}$  a month.

(e) Teachers with the diploma of the higher institute of education (two-year course following the degree or the baccalaureate) are appointed to secondary schools and sometimes primary schools and placed on salary grade VI with a commencing salary of £E 15 a month.

Promotion is generally made on the basis of seniority. As for other State officials, however, a variable number of teachers in each salary grade are promoted by selection on the basis of ability and efficiency. Provided they have the required qualifications, primary teachers with favourable reports are promoted to secondary schools. Due consideration is given to higher professional diplomas when promotions are being decided.

Salary increments are regularly given every two years. Teachers in each salary grade thus reach the maximum salary for their grade, and remain on the maximum unless they are promoted to the next higher salary grade and receive the corresponding salary.

The number of teachers appointed to the various categories of education depends on the number of diploma holders available and the degree of development of each category of education, especially since education at all levels was made free.

#### ALLOWANCES

As a rule, primary teachers are not given residential or locality allowances. Officials working in isolated areas (El-Arish, the Red Sea coast, certain oases, Ennabah) receive a supplementary allowance amounting to between 10% and 20% of their basic salary, and are entitled to one journey a year, with their family, to and from their home town free, and one such journey at quarter fare.

Like all other State officials primary teachers receive a cost-of-living allowance. This allowance varies in inverse ratio to salary, and according to number of children. The law does not permit it to be paid in kind but in certain cases, teachers may surrender part of their pension rights for cash or for a piece of cultivable land from the State.

Married teachers whose salary does not exceed £E 20 a month receive a fixed allowance of £E 1 a month.

Since education was made free of charge, teachers no longer enjoy special privileges in regard to their children's education, except that the latter may generally attend a university free and are given priority for admission into all types of school.

#### ADDITIONAL SALARIED ACTIVITIES

On obtaining prior authorization, primary teachers may engage in the following additional activities: teaching in evening classes, the education of backward children, private lessons to pupils (this with special authorization from the regional educational centre to which the teacher concerned is attached), publication of textbooks.

They are not allowed, however, to take part in the activities of municipal or legislative bodies, or in any kind of commercial activities.

## MONACO

From the reply sent by the Ministry of State

### SALARIES

Public primary teachers in Monaco do not rank as officials, but their salaries nevertheless form one item in the general State budget.

Primary education is, in fact, in the hands of two religious orders, the *Frères des Ecoles Chrétiennes* in the case of boys, and the *Dames de Saint-Maur* in that of girls.

Members of these bodies receive a fixed salary of 335,867 francs a year, and the headmasters and headmistresses of the various schools 351,302 francs.

There is no system of promotion for primary teachers, either by competitive examination or selection.

The six primary schools, each under a headmaster, are staffed by one hundred and twenty members of the religious orders.

There are also primary classes at the secondary school in Monaco. The teachers for them are government officials who are graded and paid in accordance with salary scales identical to those for the corresponding teachers in France.

### ALLOWANCES

Teaching members of the religious orders are given free living accommodation in establishments belonging to the government. They are entitled to free medical attention. These privileges are granted by the salary-paying authority.

### ADDITIONAL SALARIED ACTIVITIES

It is the general practice to permit primary teachers to give private lessons.

### HOURS

Teachers are required to work from thirty to thirty-five hours a week and to supervise the arrival and departure of the pupils.

Their holidays come at Christmas, the New Year and Easter and in summer from 15th July to 30th September.



## PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

The government makes a fixed, annual grant to the retreats where teachers who have rendered service to the principality are cared for when they fall ill.

In order that this grant shall not require too frequent revision, it is fixed with reference to the standard conditions of retirement of other categories of pensionable persons.

At the present time the orders of the *Frères des Ecoles Chrétiennes* and the *Dames de Saint-Maur* each receive a grant of 200,000 francs a year.

## HOURS

The number of hours teachers are required to work depends on the courses they are responsible for and the supplementary work their school requires them to do. As a general rule such number does not exceed twenty-four hours a week in the primary schools, excluding supplementary work such as supervision of certain kinds of school activities, reports on pupil's progress, and control of class sanitation.

Teachers receive supplementary allowances proportionate to the number of courses they give in excess of the statutory maximum.

Present regulations authorize headmasters to require teachers to supervise the arrival and the departure of the pupils. Such supervision is generally effected by selected teachers, and a compensating reduction is made in their number of class hours. No regulations exist concerning the amount of time teachers should devote to preparation of lessons or correction of homework; teachers are at liberty to do such work during their free hours at school or at home.

As already noted, teachers are required to give a certain amount of time outside their hours of class to the supervision of school activities during the lunch hour or after the afternoon session.

The annual summer holidays begin as a rule about the end of May, after the school examinations, or at the beginning of July, after the public examinations, and end about the beginning of October. The re-assembly of the schools is preceded, generally in September, by the second session examinations. Holidays are fully paid.

## PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

No statutory provision is made for any form of insurance in the case of primary teachers, but there is a provident fund for elementary teachers, to which the teacher makes a monthly contribution of 5% of his salary and the State an equal contribution.

Like other State officials, primary teachers are retired on full pension on reaching the age of 60 and after fifty years' service. They may also retire after twenty-five or fifteen years' service, on reaching the age of 50. Pension is then proportional to the number of years of service divided by fifty.

A teacher may be kept in service after the age of 60 only by decision of the Council of Ministers.

In the case of an official who retires on account of disability, illness or infirmity, pension is calculated on the following basis:

(1) If his length of service does not exceed five years, the official is entitled to a lump sum amounting to two months' maximum salary for each year of service.

(2) For service from five to ten years, the official is entitled to a lump sum amounting to one month's salary for each of the first five years of service and two months' salary for each subsequent year of service.

(3) For service from ten to fifteen years, the official is entitled to a lump sum amounting to one month's salary for each of the first five years of service, two months' for each of the second five years of service, and three months' for each subsequent year of service.

(4) For service of fifteen years or more, the official is entitled to a pension amounting to one-fiftieth of salary for each year of service.

For pension rights 7.5% of a teacher's salary is retained each month. In accordance with a recent ruling concerning pensions, the government no longer contributes to the pension fund.

Officials claiming the above mentioned lump sums or pensions for disability, illness or infirmity must produce a certificate from the medical board. Such certificate must be obtained by the official himself or the administration to which he is attached. Retirement from the service in this way may be granted only after maximum sick leave has been taken, unless the official concerned asks to be retired on pension in the ordinary way. Sick leave amounts to two months on full pay, two months on half pay, two months on quarter pay, and six months without pay. Throughout sick leave, an official retains the right to his post.

Non-permanent officials receive a lump sum amounting to half a month's salary for each year of service, to a maximum of one year's salary.

Contributions are retained on basic salary only, supplementary allowances being paid in full.

In the case of the death of an official with over fifteen years' service, the widows and orphans pension is calculated as follows :

One survivor (widow or child) . . .	$\frac{3}{8}$ of pension
Widow and one or two children . . .	$\frac{3}{8} + \frac{3}{8}$ of pension
Widow and 3 or more children . . .	$\frac{3}{8} + \frac{3}{8}$ of pension (divided equally)
Two surviving children . . . . .	$\frac{5}{8}$ of pension (divided equally)
Three surviving children. . . . .	$\frac{3}{4}$ of pension (divided equally)

In the case of the death of an official with less than fifteen years' service, a lump sum or pension is payable as follows :

One survivor (widow or child) . . .	$\frac{1}{2}$ of lump sum
Widow and one child, or two children, or widow and two children, or three children . . . . .	$\frac{3}{4}$ of lump sum
Over three survivors . . . . .	full amount of lump sum (divided equally)

The State benefits to the amount of one-quarter of the net pension of the deceased official. Pensions of all teaching staff are governed by the general pensions regulations.

#### FOREIGN TEACHERS

Foreign nationals are rarely appointed to teach in either public or private primary schools, and then only for the purpose of teaching foreign



languages. They are, however, appointed to the senior classes of secondary schools, as the need arises. Their appointment and salaries are governed by special regulations differing from those applying to Egyptian teachers. Such appointment may be made only with the prior approval of the foreign officials' committee of the Ministry of Finance.

#### PRIVATE SCHOOLS

Since education was made free of charge, all private schools have been brought under State control. The Ministry has no objection to the establishment of private schools, and willingly gives them the benefit of its inspection and financial assistance. A number of private schools have been established by members of the teaching staff, who continue to be regarded as State officials on an equal footing with their colleagues in the public schools.

## FINLAND

From the reply sent by the Ministry of Education <sup>1</sup>

### SALARIES

The majority of primary teachers in Finland rank as officials of the towns or communes. A few, mainly employed in the practice schools attached to the normal schools, are government officials.

Primary teachers are given a temporary appointment, generally for one year, or appointed as probationers. Probationers who satisfactorily carry out their duties for two years or, in exceptional cases, one year, then become certificated.

Primary teachers' salaries are paid by the government, town or commune, as the case may be. The towns receive a government grant-in-aid for the maintenance of primary schools. This grant amounted at one time to 25% of the expenses, then dropped to 4% during the war, and stands at present at 20%. Rural communes receive a similar grant, amounting to between 65% and 70% of their expenses. The salaries of teachers in rural primary schools are thus paid almost entirely, certain allowances in kind indicated below excepted, by the government.

Primary teachers' salaries are determined by scales applicable throughout the country. At the present time the basic salary of a teacher in a rural primary school amounts to 120,600 marks a year or, if he is the mainstay of a family with one or more children, to 132,600 marks. He receives in addition a cost-of-living allowance calculated according to a price index and amounting at the present time to 11% of salary. He receives a further supplement in the sparsely populated, poorer communes, varying in amount to between 10% and 50% of salary. Primary teachers still serving with incomplete professional training—20% of rural primary teachers come in this category—receive a basic salary of 99,000 or 103,800 marks a year.

Teachers in the urban primary schools receive basic salaries which are 50%, 56% or 62% higher than those of their colleagues in the rural areas, but get no allowances in kind.

Certain communes grant a special cost-of-living allowance varying between 6000 and 18,000 marks a year.

Headmasters of rural primary schools receive a supplement of 2400 marks a year, plus 300 marks for each class in their school.

Primary teachers receive five three-yearly increments, each amounting to 6% of basic salary. They thus reach their maximum salary as a rule after fifteen years' service.

<sup>1</sup> Based on data available in 1950.

Selection of applicants for promotion to a higher post is made by the competent committees on the basis of the certificate awarded by the applicants' training institution, any further studies they may have made, and their teaching ability and experience.

During the school year 1948-1949, the total number of teachers in the towns was 2681 (793 men and 1888 women), and in the rural districts, 13,260 (3409 men and 9851 women). Of this total, 22% of the teachers belonged to the low salary group, but this percentage is gradually being reduced each year.

#### ALLOWANCES

Teachers in rural primary schools receive allowances in kind, consisting of accommodation (two or three rooms, kitchen, and usual offices), heating, lighting, half a hectare of cultivable land, and pasturage for one cow. Such allowances are in some cases replaced by corresponding allowances in cash.

Until the passing of the family allowances act in 1948, primary teachers received an allowance of 6000 marks a year for each of their children. Under the provisions of that act, they and all other citizens now receive 7200 marks a year for each child.

Teachers receive no special allowances for removal or travelling, and enjoy the same rights as other citizens in respect to aid for their children's vocational training.

#### ADDITIONAL SALARIED ACTIVITIES

A primary teacher wishing to take up additional salaried activities must apply for permission to do so to his headmaster. The latter may not refuse without first consulting the primary inspector in his district. In actual practice primary teachers often give private lessons, assume various duties in communal administration, or become treasurers of cooperatives and bank directors. Some of them become members of parliament, in which case they forfeit one-third of their basic salary during their absences on parliamentary duty.

#### HOURS

Teachers taking the 1st and 2nd primary classes, or the 7th and 8th, work twenty-four hours a week, while those taking the intermediate 3rd, 4th, 5th and 6th classes work thirty hours a week.

Primary teachers are not required by regulations to be present at school before the arrival or after the departure of their pupils. Most of the teachers in rural schools live at the school, in any case.

No ruling exists, either, concerning the time teachers should devote to preparation of lessons and correction of homework.

Primary schools are open for thirty-six complete weeks a year, which according to recognised custom represents two hundred work days. The days of vacation are distributed as follows: eighteen days at Christmas; five days at Easter; four days for sports; June, July, and most of August for the summer vacation. In country districts, moreover, the 6th and 7th



classes may get a special holiday of fifteen days, the so-called "potato holiday", in order that the pupils of these classes may help with urgent work on the farms.

#### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

Men teachers in government-aided primary schools belong compulsorily to the primary teachers' widows and orphans pensions fund. The annual contribution to this fund is 492 marks. Men teachers in government primary schools, like other government officials, belong to the government officials' widows and orphans pensions fund, which provides the pensions for teachers' widows and orphans under 18 years of age.

There is also a primary teachers' pensions fund, membership of which is voluntary, and which provides pensions for disability, retirement (at sixty years of age), and widows and orphans. Funeral expenses are also payable to members from a special subsidiary fund.

Primary teachers are entitled to retirement pension after thirty years' service, at the age of sixty, or usually, if they so choose, at the age of sixty-seven. They are not required to contribute for this privilege.

Primary teachers are entitled to thirty days' fully paid sick leave a year (sixty days in the case of absence caused by a service accident), thereafter to a period of up to one hundred and fifty days on two-thirds of basic salary, and then to a further period of unspecified duration on half of basic salary. Women teachers are entitled to two months' maternity leave and full treatment during pregnancy and confinement.

A teacher permanently disabled as the result of an illness, receives a full pension if he has more than twenty years' service, or a proportionally reduced pension if he has between five years' and twenty years' service. Teachers with less than five years' service are not eligible for this privilege.

Primary teachers are not entitled to unemployment benefit.

#### FOREIGN TEACHERS

Foreign nationals are allowed to teach in the public schools only in a temporary capacity.

#### PRIVATE SCHOOLS

There are very few private schools in Finland.

Those situated in country districts receive a government grant amounting to between 50% and 100% of the similar grants awarded the communal primary schools. Those in the towns—there were thirteen such in 1949-1950—do not receive any government aid.

Their teachers have no pension rights and in some cases are paid less than their colleagues in the communal schools.

All private schools are subject to government inspection.

## FRANCE

From the reply sent by the Ministry of National Education

### SALARIES

Teachers in the public primary schools of France rank as government officials. Their remuneration comprises (a) salary proper plus residential and family allowances, paid by the government, and (b) accommodation or, where this does not exist, an accommodation allowance, from the commune.

Their salary scales are uniform throughout the country, and are graded according to the post occupied ; assistant primary teacher, headmaster of a primary school, headmaster or teacher of continuation classes or of establishments (such as open-air schools and continuation classes for backward children, and post-school agricultural courses) grouped for salary scale purposes with continuation classes.

#### ANNUAL SALARY SCALES IN 1952

##### *Assistant Primary Teachers*

Grade	Francs p.a.
Hors classe . . . . .	640,000
1st . . . . .	576,000
2nd . . . . .	533,000
3rd . . . . .	490,000
4th . . . . .	446,000
5th . . . . .	408,000
6th . . . . .	360,000
Supply . . . . .	299,000

##### *Primary School Headmasters*

Grade	2 classes Fr.	3 classes Fr.	4 classes Fr.	5-9 classes Fr.	Over 9 classes Fr.
Hors classe	650,000	660,000	679,000	700,000	719,000
1st . . . . .	587,000	596,000	616,000	636,000	655,000
2nd . . . . .	544,000	553,000	572,000	593,000	612,000
3rd . . . . .	499,000	509,000	529,000	548,000	569,000
4th . . . . .	456,000	466,000	486,000	505,000	526,000
5th . . . . .	413,000	422,000	442,000	462,000	481,000
6th . . . . .	370,000	379,000	398,000	418,000	438,000
Supply . . . . .	308,000	317,000	335,000	351,000	373,000

*Continuation Class Teachers*

Grade	Under 3 years service	3-6 years service	6-9 years service	9-12 years service	Over 12 years service
	Fr.	Fr.	Fr.	Fr.	Fr.
Hors classe	660,000	670,000	679,000	700,000	718,000
1st . . . .	596,000	606,000	616,000	636,000	655,000
2nd . . . .	553,000	563,000	572,000	593,000	612,000
3rd . . . .	509,000	520,000	529,000	548,000	569,000
4th . . . .	466,000	475,000	486,000	505,000	526,000
5th . . . .	422,000	432,000	442,000	462,000	481,000
6th . . . .	379,000	389,000	398,000	418,000	438,000
Supply . .	317,000	325,000	335,000	354,000	373,000

*Teachers combining the duties of Headmasters  
with not less than six hours' teaching in Continuation Classes*

Grade	3-4 classes	5-9 classes	Over 9 classes
	Fr.	Fr.	Fr.
Hors classe	700,000	719,000	739,000
1st . . . .	636,000	655,000	676,000
2nd . . . .	593,000	612,000	632,000
3rd . . . .	548,000	569,000	588,000
4th . . . .	505,000	526,000	545,000
5th . . . .	462,000	481,000	502,000
6th . . . .	418,000	438,000	457,000
Supply . .	354,000	373,000	392,000

*Certificated Teachers in Schools for Backward Children  
and Further Training Classes*

*Certificated Visiting or Inter-communal Teachers  
of Agriculture and Farm Economy*

Teachers in the two last mentioned categories are classified as continuation class teachers as regards salary scales and service conditions pertaining to such scales.

*Certificated Intra-communal Teachers of Agriculture*

Grade	Under 4 years service	4-8 years service	Over 8 years service
	Fr.	Fr.	Fr.
Hors classe	660,000	670,000	679,000
1st . . . .	596,000	606,000	616,000
2nd . . . .	553,000	563,000	572,000
3rd . . . .	509,000	520,000	529,000
4th . . . .	466,000	475,000	486,000
5th . . . .	422,000	432,000	442,000
6th . . . .	379,000	389,000	398,000
Supply . .	317 000	325,000	335,000



*Certificated Teachers in Open-air Schools*

Grade	Without Boarders	Including Boarders	
		Up to 4 years service	Over 4 years service
	Fr.	Fr.	Fr.
Hors classe	660,000	670,000	679,000
1st . . . .	596,000	606,000	616,000
2nd . . . .	553,000	563,000	572,000
3rd . . . .	509,000	520,000	529,000
4th . . . .	466,000	475,000	486,000
5th . . . .	422,000	432,000	442,000
6th . . . .	379,000	389,000	398,000
Supply . .	317,000	325,000	335,000

It will be seen from the above tables that each primary staff group is divided into eight grades, of which the first and the last are the *hors classe* grade and the supply grade respectively.

Supply teachers are promoted to the 6th grade on the 1st January following their obtaining the teacher's diploma (*Certificat d'aptitude pédagogique*). Teachers are entitled to promotion to the next higher grade every four years, in the 6th and 5th grades, and every five years in the 4th, 3rd and 2nd grades.

In the 6th to the 2nd grades, moreover, 30% of the teachers who have completed a minimum of three years' service in such grade but not the required period for automatic promotion, are promoted by selection.

Priority for promotion to the 1st grade is given to those teachers who are within three years of their retirement age.

Promotion to the *hors classe* grade is exclusively by selection of a number of teachers equal to the number of teachers who have completed the required five years' service in the 1st grade plus 30% of the teachers who have completed a minimum of three, but under five, years' service in the 1st grade.

On an average, teachers attain the *hors classe* grade after twenty-five years' service.

The distribution of primary staff by salary grade on 1st January, 1952, was as follows :

Grade	Number
Hors classe . . . .	31,598
1st class . . . . .	20,607
2nd class . . . . .	25,211
3rd class . . . . .	23,568
4th class . . . . .	23,759
5th class . . . . .	18,145
6th class . . . . .	11,860
Supply . . . . .	1,194

ALLOWANCES

Primary teachers are entitled to accommodation or an allowance in lieu.

In common with all other officials, they also receive (a) a residential allowance varying in amount with their salary, the importance of the district in which they live, and the extent of their family responsibilities,

and (b) family allowances consisting of the single source of income allowance (where the wife remains at home) and progressively graded allowances for children.

Primary teachers may also secure the award of scholarships for university courses in preparation for competitive examinations and primary teaching advanced diplomas, and for travelling and living abroad, and may be granted free postage for correspondence with the education authorities, and exempted from university entrance, library and examination fees.

#### ADDITIONAL SALARIED ACTIVITIES

Teachers in public primary schools are entitled to take up additional salaried activities in other branches of public education (evening classes in particular). They may also combine their teaching post with that of town clerk.

A primary teacher who is elected member of parliament, on the other hand, is obliged to resign his teaching post. His name remains on the official roll of teachers, however, and although receiving no salary, he may continue to contribute to the pensions fund on the same terms as before, and is promoted to the next higher salary grade when such promotion is due, provided certain conditions are fulfilled. In this way his pension and promotion rights are protected.

Primary teachers may give private lessons and publish textbooks, but not engage in any other form of private salaried activity.

#### HOURS

Official regulations require primary teachers to work thirty hours a week.

Teachers are not required by regulations to take charge of pupils before classes begin. In practice, however, schools being opened a quarter of an hour before classes begin, teachers are expected to supervise the arrival of the pupils, and also the arrangements for pupils to eat at school at mid-day.

In addition to the public holidays of All Saints' Day (1st and 2nd November), Christmas Day and New Year's Day, primary schools have the following holidays: (a) Christmas and the New Year (23rd December to 2nd January inclusive); (b) Shrove Tuesday (Monday, Shrove Tuesday, Wednesday and Thursday, when Palm Sunday falls in April, otherwise Shrove Tuesday only); (c) Easter (the week before and the week after); (d) Whitsun (up to and including the Thursday following Whitsun, when no extra holiday has been granted at Shrove Tuesday); (e) long vacation (15th July to 30 September inclusive).

#### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

Teachers in public primary schools are entitled to three months' sick leave on full pay and three months' on half pay.

In the case of a mental illness recognised as harmful to children, tuberculosis, cancer and poliomyelitis, teachers are granted, in six-monthly periods, up to three years' leave of absence on full pay and two years' on half pay, or, if such illness is contracted in the course of duty, up to five years' on full pay and three years' on half pay.

Maternity leave is granted on full pay for fourteen weeks.

Like all other officials, teachers also come within the special government social security scheme, 2.5% of their salary being retained for this purpose, to a maximum of 950 francs a month. They are thus insured against illness, prolonged illness, maternity, disability, and death.

So far as illness is concerned, the legal benefits enjoyed by teachers and other officials are on the whole greater than those deriving from the general social security scheme in France, and it is therefore of such benefits that teachers and other officials avail themselves in case of need, rather than of the money allowances of the general scheme.

This is not invariably the case, however. A teacher may have contracted a serious illness not coming within the category of illnesses for which prolonged leave of absence is awardable under the special scheme, or he may already have taken all the sick leave to which he is entitled under this scheme. He can then claim the "prolonged illness allowance" of the general scheme, which varies according to his family responsibilities between a half and two-thirds of his salary, to a maximum of either 19,000 or 25,335 francs a month.

Teachers unable to resume their duties at the end of their sick leave on pay and not eligible for retirement on pension, and teachers with a disability reducing their capacity for work by two-thirds, may claim a disability allowance varying in amount according to salary, family responsibilities, and degree of disability.

In the case of a teacher's death, his (or her) heirs, i.e., his wife (or her husband) and children, or, if single, his (or her) parents in certain circumstances, may claim a death award equal in amount to the deceased's salary for one year.

An official, by the very nature of his calling, is not liable to unemployment.

Like all other government officials, primary school staffs participate in a pensions scheme organised and administered by the government. They are thus entitled to retirement pension at the age of fifty-five, after twenty-five years' service.

The age requirement is waived in the case of a teacher recognised by the Ministry in consultation with the medical board as being unfit for service, the pension awarded then being in proportion to length of service.

The age and length of service requirements are both waived in the case of total disability resulting through accident or illness caused directly or indirectly by an act of public aid or an attempt to save life, and the pension awardable is in proportion to length of service. Even if such disability did not arise through accident or illness contracted or aggravated while in service, a teacher is still entitled to a pension of this kind, provided that he was duly affiliated to the pensions scheme at the time of their occurrence.

The length of service requirement is waived in the case of a teacher who reaches retirement age or the age of sixty without yet having com-



pleted the required term of service. Provided he has served not less than fifteen years, he is entitled to a pension in proportion to his length of service. Women teachers, married or mothers of children, come in this category.

In the case of women teachers, the length of service requirement is reduced by one year for each of their children.

Pensionable service covers the following categories :

- (1) Service as permanent official from the age of eighteen.
- (2) Service under articles or as supernumary from the age of eighteen.
- (3) Duly certificated auxiliary, temporary, assistant or contracted service from the age of eighteen in any of the various government establishments and departments, on condition that contributions to the pensions fund be retrospectively paid for such period of service on the basis of the salary attached to it, at such time as the appointment in question is made permanent.

Due certification in such cases must be applied for within one year following appointment to a post included within the pensions scheme, or within one year of the publication by the Ministry of Finance and Economic Affairs that such certification will be authorized at a period exceeding one year subsequent to such appointment.

(4) Service in land, sea or air forces, service under the age of sixteen excluded.

(5) Service in a permanent capacity in provincial and communal administration and establishments.

(6) Service in a permanent capacity in Algeria and in overseas and other territories and countries of the French Union.

Pensionable service may be deemed longer than actual service in the following cases :

(1) Pensionable service outside Europe in a civil capacity is calculated as being one-third longer than actual service (one-quarter in the case of sedentary service in the civil areas of North Africa).

(2) Women officials calculate their pensionable service as being one year longer than actual service, for each of their children.

The amount of pension is calculated on the basis of the salary, for a period of not less than the last six months, on which pensions contributions have been retained, or, in cases where this does not apply, on the salary deriving from previously held posts, except in cases of down-grading through professional misconduct. The latter procedure is also employed in the case of retirement or death arising as the direct or indirect result of a service accident.

The amount by which pensionable salary exceeds six times the amount of the living minimum (at the present time fixed at Frs. 120,000), counts as one-half only.

Retirement or proportional pension is calculated on the basis of 2% of basic salary for each year of pensionable service, account being taken of the special conditions allowed.

The total pension may not be less than :

(a) the living minimum, in the case of an official with not less than twenty-five years' service, on its equivalent under special conditions, or

(b) 4% of the living minimum for each year of pensionable service or its equivalent, in the case of an official with less than twenty-five years' pensionable service.

Should the amount of pension not be a multiple of four, it is increased to the next multiple of four.

Retirement pension is raised, in the case of officials having brought up not less than three children to the age of sixteen, by 10% for the first three children, and 5% for each subsequent child, to a maximum equal to basic salary. Children killed as a result of the war are taken into account.

Officials affiliated to the civil pensions scheme contribute 6% of fixed or eventual salary, definite supplementary payments, proportional allowances, or commissions regarded as part of the salary.

Such contribution of 6% is not retained on bonuses, overtime and cost-of-living allowances, residential and family allowances, allowances for extra-routine work, obligatory or optional supplements from diverse groupings, or expenses allowances.

In the case of reduction of salary through leave, absence, or disciplinary measure, such contribution is nevertheless calculated on the basis of full salary.

Widows of civil servants are entitled to a pension amounting to 50% of the retirement or proportional pension the deceased husband was receiving or was entitled to at the time of his death, and also where appropriate to 50% of the disability allowance he was receiving or would have received.

Widows pensions are subject, however, to the following conditions, wherever they apply :

(a) the marriage must have been contracted not less than two years before the deceased husband's retirement, unless one or more children have been born from a marriage contracted later than this ;

(b) the marriage must have been contracted before the events leading up to the deceased husband's retirement on total disability pension or to his death.

Each orphan up to twenty-one years of age or without limit of age in the case of an orphan unable through illness or disability to earn his own living, is entitled to a pension amounting to 10% of the retirement or proportional pension the deceased father was receiving or would have received at the time of his death, plus where applicable 10% of the disability allowance he was receiving or would have received. The total amount of pension payable to mother and orphans may not exceed the total of pension and, where applicable, the disability allowance, that the deceased husband was receiving or would have received at the time of his death. Should there be an excess, it is temporarily deducted from the pension payable to the orphans.

In the case of the death of the widow or if the widow is not eligible for pension, her rights pass to the children under twenty-one years of age,

the orphans pension then being payable for the second and subsequent children, to the combined maximum as defined in the preceding paragraph.

Registered children born out of wedlock and adopted children are treated as orphans.

The following condition holds where applicable for orphans pensions. The deceased father's retirement or resignation must have been posterior to (a) marriage, or conception, in the case of legitimate children, (b) conception, in the case of registered children born out of wedlock, or (c) adoption, in the case of adopted children.

Under-age orphans of a woman official enjoying pension or disability allowance, or entitled to same, are entitled in the case of the death of their father to the same pension or allowance as the orphans of a man official.

In the case of a surviving father, each under-age child is entitled to 10% of the pension and/or disability allowance the mother was receiving or would have received.

A judicially separated or divorced woman, judgment not having been passed entirely in her favour, is not entitled to the widow's pension, and the children are deemed to be without either parent and are entitled to the appropriate pension. Where judgment was passed entirely in her favour, she and all under-age children are entitled to pension.

In the case of a man who re-marries and subsequently dies leaving a widow with pension rights, such pension, is divided between his widow and his first (divorced) wife, unless voluntarily renounced, in proportion to the duration of each marriage. The survivor of the two women is entitled, where applicable, to the share formerly going to the other, the pension and allowance to under-age children remaining unchanged.

#### FOREIGN TEACHERS

Foreign nationals are not eligible to teach in the public primary schools in France.

#### PRIVATE SCHOOLS

Primary schools in France consist exclusively of public primary schools maintained by the authorities and private primary schools maintained by individuals or associations.

The teachers in private primary schools are paid by the bodies which have established such schools. Their salaries are in general considerably lower, especially in the denominational schools, than those paid to public teachers. In accordance with the Barangé Act of 28th September, 1951, however, the parents' association of each private primary school receives a grant of 1,300 francs per child per term during the period of compulsory schooling (6 to 14), the main object of such grant being to increase staff salaries.



## GERMAN FEDERAL REPUBLIC

From the reply sent by the Permanent Conference of Ministries of Education

### SALARIES

Public primary teachers in the German Federal Republic are generally officials appointed and employed by the various *Länder*. After an initial period of probation, they are given permanent appointments by decision of the authority under which they come. Their statutory conditions of service are practically the same as those of all other government officials. A permanently appointed teacher may be dismissed the service only for grave misconduct. The same regulations apply to men and women teachers.

A very few teachers are engaged on contract, and may be dismissed the service without pension. Their scale of salaries is uniform throughout all the *Länder*, and their statutory conditions of service are the same as those of all other staff engaged by the *Länder* on contract.

In Berlin, teachers engaged in the first place on contract are progressively given permanent appointments. They are then placed on the salary scale in force in other *Länder*, but begin at the third grade with an annual salary of DM 3300. About one-sixth of the teachers in Berlin, provided their work is satisfactory, receive an allowance of DM 800 two years after reaching the maximum (DM 5000) accorded by the salary scale.

Teachers salaries are paid by the *Land*, except in Bremen, where the commune is responsible. In some *Länder* the communes are required to pay 25% to 30% of the total of primary salaries into the *Land* funds.

In accordance with the law dated 16th December, 1927, primary teachers' salaries are uniform throughout the Republic, with only a few unimportant exceptions.

The salaries of teachers engaged on contract vary according to age, and are slightly higher than those of teachers with permanent appointments.

A special salary scale is in force in West Berlin, and salaries are there higher than in any other part of the Republic.

The annual salaries of permanently appointed teachers, in DM per annum, amount according to service to 2800, 3050, 3300, 3550, 3800, 4000, 4200, 4400, 4600, 4800, and 5000. Increments occur every two years. Maximum salary is thus attained after twenty years' service.

In Baden and Bavaria certain primary teachers, who are not headmasters, receive salaries ranging from DM 4100 to DM 5800.

The nursery-infant schools are all run by private organisations, and no official salary scale exists for their staffs.

The salaries, in DM per annum, of teachers in special schools, are as follows: 3300, 3550, 3800, 4050, 4300, 4500, 4700, 4950, 5500, 5500,

5800. Increments occur every two years. Maximum salary is thus attained after twenty years' service. The salaries of primary teachers in schools for the deaf-and-dumb and the blind range in eleven groups from DM 3600 to DM 7200. The salaries of teachers in the few senior primary schools that exist, are the same as those of teachers in special schools.

Teachers in one-teacher schools and head teachers in two-teacher schools receive a supplement ranging from DM 200 to DM 300 per annum.

The salaries of headmasters of primary schools with three to six teachers and special schools with three or four teachers, in DM per annum, are as follows: 4100, 4400, 4700, 4950, 5200, 5500, 5800. Increments occur every two years. Headmasters of larger schools receive a supplement of DM 200 per annum. Deputy headmasters receive salaries slightly higher than those of teachers, to a maximum of DM 5300 per annum.

Unmarried probationers receive DM 2520 per annum in their first two years of service, and DM 2660 in and after the third year. Married probationers receive DM 2800 per annum in and after the third year. In and after their seventh year of service, if their appointments have not been made permanent, probationers receive the same salary as permanently appointed teachers.

Teachers in the ordinary primary schools are promoted on the basis of length of service. Appointment to a higher post, to a special school, for example, and to headships, is made on the basis of recognised merit and ability.

Teachers generally have to wait five years before their appointments are made permanent, and they thus attain their maximum salary as a general rule after twenty-five years' service.

The precise number of men and women primary teachers that may be engaged is fixed in the various budgets. In the Republic as a whole, there are 133,000 primary school posts (including special schools), of which 50,200 are filled by women. Of the teachers in ordinary primary schools, 82-85% have permanent appointments.

#### ALLOWANCES

Like all other officials, public primary teachers receive the following allowances:

(a) cost-of-living allowance amounting to 40% (23% in Berlin and Hamburg) of basic salary;

(b) family allowance amounting to DM 25 per month for each child not over 6 years of age, DM 30 for each child not over 14 years of age, and DM 35 for each child not over 16 years of age (or not over 24 years of age if pursuing general or vocational studies for which he is receiving not more than DM 75 a month);

(c) a lodging allowance varying according to locality, salary, and number of children; in the case of a married permanent teacher, for example, with less than three children eligible for allowance (b) above, such allowance varies according to locality between DM 702 and DM 1248 per annum; single teachers receive a smaller allowance.

In some *Länder* teachers may get accommodation from the commune in return for a reduction in their salary. In such a case lodging allowance is not paid.

All the above allowances are paid by the same authority as pays salary.

Public primary teachers receive in addition the following allowances :

(a) an allowance for removal expenses incurred as the result of a transfer made by decision of the authorities for service reasons ;

(b) a special allowance if a teacher's duties oblige him through, for example, shortage of accommodation to live separated from his family ;

(c) a travelling allowance for a journey made on duty.

In some cases primary teachers may also receive the following allowances :

(a) an allowance for expenses incurred in connection with birth, illness or death ;

(b) an allowance to a teacher in financial difficulties for which he is not responsible ;

(c) an allowance for study journeys ;

(d) an allowance towards the cost of educating children.

#### ADDITIONAL SALARIED ACTIVITIES

With the permission of the competent authorities, primary teachers are entitled to undertake a certain amount of teaching in addition to their ordinary duties.

They are nowhere allowed to accept a post in the administrative services, but in most *Länder* they may become a member of the *Land* parliament or of the communal or district council, and are not required to get permission to do so.

Provided their ordinary duties do not suffer as a result, and with the permission of the authorities, primary teachers may engage in private salaried activities. The permission of the authorities is not required in the case of scientific research, or writing.

#### HOURS

Primary teachers are required to work on an average thirty to thirty-two hours a week, distributed over six days.

A reduction in the required number of hours is made in the case of headmasters, teachers with administrative duties in the school, and elderly teachers, and varies according to type of school.

The required number of hours is also reduced in the case of teachers with special classes.

In most of the *Länder* teachers are required to be present at school ten to fifteen minutes before the arrival of the pupils, and to leave after them.



No regulations exist concerning the time teachers should devote to preparation of lessons and correction of homework. It is simply indicated that teachers should prepare their lessons carefully and devote the necessary amount of time to correction.

Teachers enjoy the same holidays as the pupils. Such holidays amount to eighty-five days a year, including Sundays coming within the holiday periods, and excluding religious festivals.

All holidays are fully paid.

#### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

No statutory scheme of social insurance exists for primary teachers with permanent official appointments. They are free to insure themselves against illness on their own initiative.

Primary teachers engaged on contract are compulsorily members of an insurance scheme, like all other employees, public or private. The respective contributions of employee and employer are laid down by law.

Permanently appointed primary teachers are retired at the age of 65 (62 in North Rhine-Westphalia). They may ask to retire at the age of 62 without having to provide evidence of incapacity. The amount of their pension depends on the length of their service; length of service is calculated from the date of appointment and at the age of 27 years at the earliest. The minimum pension amounts to 35% of salary, and the maximum of 75% is attained after twenty-five years' service.

Primary teachers engaged on contract receive a pension on retiring from the employees' insurance fund.

Teachers continue to receive their salary while ill. If as a result of the illness they become totally disabled, they are retired on pension. In the case of their death through injury while on service, their family receives a pension. In the case of non-fatal injury, they are recouped for their expenses and receive a pension calculated as indicated above.

In the case of the death of a man teacher, his widow receives his full salary during three months, and thereafter a pension amounting to 60% of the pension the deceased would have been entitled to at the moment of his death. Each child receives from one-fifth to one-third of the widow's pension.

Officials are not subject to unemployment. They are either retired on pension, or are placed on the reserve list and continue to receive 80% of their salary.

Primary teachers engaged on contract who are dismissed for no fault of their own, receive an allowance the amount of which varies according to their length of service and the amount of their last salary, or may in some cases be granted a pension.

#### FOREIGN TEACHERS

Only German nationals may be given permanent appointments.

Foreign nationals may be engaged on a limited contract in public and private schools. Their conditions of service are the same as those of German nationals engaged on contract.

In any given *Land* teachers from other *Länder* may in principle teach on the same conditions as teachers of that *Land*.

### PRIVATE SCHOOLS

The establishment of private schools is authorized, provided certain definite conditions (as laid down in article 7 of the basic law) are fulfilled.

Such conditions include adequate legal and financial guarantees for the teaching staffs of the schools. Such staffs are dependent on the bodies engaging them, and their rights and duties are defined by private contract.

### MISCELLANEOUS

An increase of teachers' commencing salaries is envisaged, and the grant to one-sixth of the primary teaching body of an allowance for exceptional services.

A change in the lodging and family allowances is also proposed.

## GUATEMALA

From the reply sent by the Ministry of Education

### SALARIES

Primary teachers in Guatemala are State officials. The duration of their employment depends on the satisfactory accomplishment of their duties. The guarantees in this connection are defined in the labour code.

The salaries of public primary teachers are paid by the State.

A salary scale, uniform throughout the country, is fixed by law. Primary teachers in unhealthy areas receive a supplementary allowance.

The salary for public primary teachers, men and women, is as follows : grade A teachers : 75 quetzals a month ; and grade B, C, D, E and F teachers : 20%, 40%, 60%, 80% and 100% more respectively of basic salary for grade A.

Kindergarten mistresses in grade A receive a basic salary of 80 quetzals a month. Senior primary teachers, men and women, come within the grades mentioned above.

Headmasters and headmistresses commence in grade B.

Promotion is on a five-yearly basis, and depends on years of service and efficiency.

Maximum salary is attained after twenty-five years' recognised service.

### ALLOWANCES

Men and women teachers serving in unhealthy areas receive a supplementary allowance the amount of which is fixed by the labour code and varies according to the area concerned.

### ADDITIONAL SALARIED ACTIVITIES

Primary teachers are not allowed to combine their ordinary teaching post with other official posts in education or administration.

They may take up private salaried work.

### HOURS

Men and women primary teachers are required to work thirty or thirty-four hours a week, according to whether they are on a half-day or a full-day schedule.



They are required to be at school before the pupils arrive and when they are leaving.

No regulations exist as to the time teachers should devote to preparation of lessons and correction of homework.

Primary teachers have two months' holiday (November and December) a year. These holidays are fully paid.

#### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

Men and women primary teachers are entitled to retire on pension at the age of sixty and after thirty years' service. For this purpose they are required to make contributions to the pensions fund amounting to 2% of salary. These contributions are deducted from the salary.

In case of illness they may in some cases get assistance in respect of medical and surgical care.

#### FOREIGN TEACHERS

Foreign nationals are eligible to teach only in private schools.

## HAITI

From the reply sent by the Ministry of Education

### SALARIES

Public primary teachers in Haiti rank as State officials and their salaries are paid by the government.

They are required on graduating from the primary normal school to teach for a minimum of three years. Their appointments are permanent

They are paid in accordance with the following scale :

#### SALARY SCALE (1953) OF PUBLIC PRIMARY TEACHERS

	Gourdes p. m.
Primary teachers (men and women) :	
(a) normal school graduates (minimum salary)	250
(b) baccalaureate holders (minimum salary)	225
(c) others (minimum salary)	200
Normal school teachers (men and women)	250 to 400
Senior primary teachers	250 to 375
Head-teacher of men's normal school	800
Head-teacher of women's normal school	500
Pupil-teacher of men's normal school	100
Pupil-teacher of women's normal school	90

Promotion is granted on the basis of service and merit.

In accordance with the law dated 27th May, 1952, the following salary scale has been instituted :

	Gourdes p. m.
Primary teacher, 1st class.	350 to 500
Primary teacher, 2nd class.	275 to 325
Primary teacher, 3rd class.	200 to 250

### ALLOWANCES

As far as possible, accommodation at the school is provided for headmasters and headmistresses.

#### ADDITIONAL SALARIED ACTIVITIES

Primary teachers are not allowed to take up additional public education posts. They are allowed, however, to engage in public administrative activities (town clerk, etc.) and private salaried activities, provided their ordinary teaching duties do not suffer in consequence.

## HOURS

Primary teachers are required to work twenty-two-and-a-half hours a week and to supervise the pupils' arrival and departure.

The question of the time teachers are required to devote to preparation of lessons and correction of homework is dealt with by circulars from the primary education directorate.

In addition to the ordinary school holidays and sick leave, teachers are entitled to three days' special leave with pay in the event of the death of a relative.

## PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

Public primary teachers are entitled to a pension at the age of 55 after twenty years' service, or at the age of 50 after twenty-five years' service.

Their contributions to the pensions fund amount to one-twelfth of commencing salary, one-twelfth of increments, and 4% of monthly salary. Such contributions are retained at source.

Pension is equal in amount to a teacher's total salary or to 500 gourdes, whichever is the lower.

In the event of disability, teachers who have completed not less than five years' service receive a pension amounting to half their total salary.

They are entitled, men and women alike, to fifteen days' sick leave a year.

Married women teachers are entitled to forty-five days' paid maternity leave from the eve of confinement.

## FOREIGN TEACHERS

Foreign nationals are eligible to teach in both public and private schools, on a salary scale slightly different from that for Haiti nationals.

## PRIVATE SCHOOLS

Teachers in private schools are subject to the same regulations as to conditions of service as their colleagues in public schools, but their salaries are generally lower.



## HONDURAS

From the reply sent by the Secretary of State for Education

### SALARIES

Men and women primary teachers in Honduras are officials employed by the State or the municipalities. Their appointment lasts one year, and is renewed for a similar period if their work and conduct are satisfactory. No contract of employment exists.

Teachers' salaries are paid by the municipality or the district, which receive subsidies for the purpose from the State. The salaries of departmental directors, the director-general and the Minister of Education, and their respective staffs, are paid direct by the State.

No salary scale uniform throughout the country exists. Promotion is made on the basis of successive grades. A deputy director is promoted to director. Promotion is made on the basis of length of service when a teacher becomes a deputy director.

### ALLOWANCES

There are in principle no supplements to salary. A small salary increase may be granted if the cost of living rises.

The State accepts responsibility for part of the cost of educating the children of a primary teacher who has completed ten consecutive years of service or fifteen non-consecutive years. Such a teacher, if he has no children of his own, is entitled to nominate a child possessing the required ability to enjoy such advantages.

Teachers are entitled to half fare for transport, and their expenses are paid if they are transferred.

All officials enjoy such advantages.

### ADDITIONAL SALARIED ACTIVITIES

Men and women teachers are allowed to combine their primary teaching post with other public teaching posts provided that they are paid separately for the latter and that the latter do not prejudice the satisfactory performance of the former. In practice it is almost impossible to fulfil these conditions.

Teachers may give private lessons and publish textbooks, on condition that such work does not interfere with their school time-table.

The public education code lays down that the post of director or deputy director of a legally established education establishment may not be held jointly with that of a serving teacher in such or other establish-

ment, or with any non-educational post which might prejudice the satisfactory performance of the educational duties of the person concerned.

### HOURS

Primary teachers are required to be present at school, according to their grade, from twenty-nine to thirty-three hours a week. General educational regulations, moreover, require them to be at school fifteen minutes before the time fixed for the arrival of the pupils. They leave school when the pupils leave.

No regulations as yet exist concerning the time primary teachers should devote to preparation of lessons and correction of homework, but such regulations are envisaged in the new general educational regulations now being drafted.

Primary teachers enjoy fifty days' paid holiday a year, not including the ordinary weekly holidays.

### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

No compulsory savings or insurance scheme exists for primary teachers.

The conditions governing the award of pensions are laid down as follows in the public education code: "Article 158. An employee in public education who has completed thirty-five years' service is entitled to a pension. Such pension amounts to one-half of the average salary of the last thirty-six months. The executive is authorized to prolong the length of service of the official concerned if it deems this to be necessary."

"Article 159. An official unable through illness or any other cause to perform his professional work in accordance with the requirements of his post, must be asked to resign and granted the pension as envisaged by article 143."

"Article 143. Certificated teachers and uncertificated teachers holding a teaching aptitude certificate, who have satisfactorily completed from five to fifteen years' service, whose conduct is satisfactory, and who are unable to meet their living costs, are entitled to a monthly pension from the State amounting to half their salary. If they have completed from sixteen to twenty years' service, such pension shall amount to three-quarters of last salary. If they have completed more than twenty years' service, such pension shall amount to full salary. The wife, children and parents (father and mother) are entitled to the pension the teacher was receiving or would have received at the moment of his death, in the following order: (1) the widow, provided she enjoys an unblemished reputation and has not remarried; (2) the children while they are under-age or unmarried; (3) parents who through illness or poverty are unable to meet their living costs. They are required to divide the pension proportionally among them."

Women teachers are granted six weeks' paid maternity leave before the birth of the child, and ten weeks' paid leave after.

For illness or any other justified cause, men and women teachers are entitled to one month's leave on full pay and two months' leave on half pay.

## ICELAND

From the reply sent by the Ministry of Education

### SALARIES

Primary teachers in Iceland rank as government officials. In the first instance they are generally given temporary appointments for one or two years, which are then made permanent on the recommendation of the local education committee and the director of education.

In the towns, one-ninth of the teachers' basic salary is paid by the municipal authorities, the remainder, and the cost-of-living allowance, by the government.

In rural areas one-twelfth of their basic salary is paid by the communal authorities, the remainder by the government.

These same bodies are responsible for the corresponding fractions of the salary supplements payable to primary teachers and headmasters, amounting respectively to 17% and 15% of basic salary.

Cost-of-living allowance amounts at the present time to 53%.

Conditions of service are the same for women as for men.

Commencing salary is 18,000 crowns per annum, rising by six annual increments of 900 crowns to a maximum of 23,400 crowns per annum.

Headmasters with not less than six years' service and with not less than five teachers under them, begin at 25,200 crowns per annum, those with five to ten teachers, and headmasters of boarding schools, at 27,000 crowns, those with eleven to twenty teachers at 28,800 crowns, and those with over twenty teachers at 30,600 crowns.

Salaries are based on a period of nine working months, and where need be are reduced by one-ninth for each month short of this period.

Promotion is not automatic, but by selection based on the candidates' knowledge and teaching ability.

### ALLOWANCES

Primary teachers receive no allowances other than the already mentioned cost-of-living allowance amounting at the present time to 53% of salary and payable to all government officials. For living accommodation at the schools, wherever it is available, teachers pay a low rent.

After ten years' service primary teachers may obtain study leave on full pay for one year.



### ADDITIONAL SALARIED ACTIVITIES

Primary teachers may be required to teach continuation classes, and in such a case either their ordinary teaching hours are reduced or they receive extra payment.

They are allowed to engage in other forms of salaried activities provided their ordinary work does not suffer in consequence. Many of them do so during the long vacation, but they are expected to be in fit condition to re-assume their duties when the school year begins again. Should such additional activities threaten to prejudice their ordinary work, they are warned by the school committees and the inspectors.

### HOURS

Primary teachers under sixty years of age have thirty-six forty-minute lessons a week, those under sixty-five have thirty such lessons, and those over sixty-five (provided they have no private lessons) have twenty-four. The compulsory retiring age is seventy. It is assumed that preparation of lessons and correction of homework take up an amount of time roughly equal to half the teaching hours.

Teachers are required to supervise the arrival and departure of the pupils, but no set time is prescribed for this.

The summer holidays last not less than three months (1st June to 1st September). The other regular holidays comprise 1st December (Independence day), nineteen days at Christmas (19th December to 6th January), Ash Wednesday, nine days at Easter, and four days at Whitsun. Headmasters are authorized to give one day of holiday in any month not comprising a regular holiday.

All holidays are fully paid.

### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

Primary teachers belong to the same pensions scheme as all other government officials. They may retire on pension at the age of sixty-five or when their age and years of service together total ninety-five years. They are also entitled to pension in the event of permanent disability.

Pensions are calculated on the basis of a percentage of average salary for the last ten years. Such percentage varies with length of service and the degree of disability to a maximum of 60% after thirty years' service.

A person on pension also receives 3000 crowns a year, and a cost-of-living allowance, for each child under sixteen years of age.

The orphans of both men and women primary teachers are eligible for pension, the amount being the same in either case.

In the case of the death of a primary teacher who has completed thirty years' service, the widow or widower receives 40% of average salary.

Primary teachers contribute 4% of salary, deducted monthly at source, to the pensions fund, and the government and the municipal or communal authorities 6%.

Inasmuch as primary teachers enjoy special rights in regard to retirement, disability, and widows and orphans pension, they are not eligible for the corresponding benefits of the public insurance scheme.

They are eligible, however, for the other benefits of the public insurance scheme, including maternity, family and sickness allowances, and contribute about one quarter of the premium.

Primary teachers are members of the public health assistance scheme, which pays medical expenses.

Unemployment is unknown among teachers.

#### FOREIGN TEACHERS

Foreign nationals who have an adequate knowledge of the Icelandic language and hold the primary teacher's diploma, may teach in public or private schools on the same footing as Icelanders. In practice such cases have not so far arisen except in the Catholic private schools.

#### PRIVATE SCHOOLS

Few private schools exist. Their teachers are paid at approximately the same rate as those in public schools, but without government assistance. They are members of the national pensions scheme.

## INDIA

From the reply sent by the Ministry of Education

## SALARIES

Primary teachers in India rank as officials of the central government, state governments, district boards, or municipalities, according to the body managing the school in which they work.

Their salary scales vary from state to state. Even in the same state there may be considerable disparity in the salaries offered by the schools under different managements, but in some states (Ajmer, Coorg, Delhi and Bombay) the local boards follow the government scales.

Trained teachers are paid at a higher rate, both in government and local-board schools, than untrained teachers.

A comparative idea of the different scales in government schools can be had from the following table. In order to bring out clearly the inter-state variation, only the scales prescribed for trained teachers who have passed the middle school examination have been taken into consideration.

SCALE OF MONTHLY SALARIES

State <sup>1</sup>	Minimum Rupees	Maximum Rupees	Increments Rupees
Uttar Pradesh . . . . .	25	45	1 × 20
Travancore Area of Travancore Cochin . . . . .	25	25	—
Madras . . . . .	30	50	1 × 20
Cochin Area of Travancore Cochin	30	50	1 × 10 + 2 × 5
Mysore . . . . .	30	55	3/2 × 10 + 2 × 5
Madhya Pradesh . . . . .	32	60	1 × 8 + 2 × 10
Orissa . . . . .	34	44	1 × 5 + 1 × 5
Assam . . . . .	40	55	1 × 5 + 2 × 5
Bombay . . . . .	40	65	5/2 × 10
Rajasthan . . . . .	40	55	1 × 5 + 2 × 5
Saurashtra . . . . .	40	65	3/2 × 10 + 2 × 5
Madhya Bharat . . . . .	40	70	3 × 10
Himachal Pradesh . . . . .	40	90	2 × 10 + 3 × 10
Kutch . . . . .	42	50	2 × 4
Andaman and Nicobar Islands .	50	90	2 × 5 + 3 × 10
Coorg . . . . .	50	90	2 × 5 + 3 × 10
Jammu and Kashmir . . . . .	50	90	5 × 8
Pepsu . . . . .	50	100	3 × 10 + 4 × 5
Ajmer . . . . .	55	130	3 × 10 + 4 × 10 + 5 × 1
Delhi . . . . .	55	130	3 × 10 + 4 × 10 + 5 × 1
Hyderabad <sup>2</sup> . . . . .	65	115	3 × 10 + 4 × 5

<sup>1</sup> Excluding states with no government schools or where the minimum qualifications are different.

<sup>2</sup> 350 Osmanian rupees = 300 Indian rupees.



In government middle (senior primary) schools the monthly initial salary of a trained matriculate teacher varies from Rs. 30 in Travancore-Cochin to Rs. Osmanian 95 in Hyderabad. The corresponding maxima vary from Rs. 60 in Travancore Area and Rs. 75 in Cochin Area of Travancore-Cochin to Rs. Osmanian 155 in Hyderabad.

Most of the states make no differentiation in the salary scales of men and women. In Madhya Pradesh, Bhopal, and Vindhya Pradesh, women teachers get slightly higher salaries than men.

In all states promotion depends as a rule on qualifications and length of service.

The time necessary for reaching the maximum depends on the scale applicable.

#### ALLOWANCES

A cost-of-living allowance of varying amount is paid by all states except Jammu and Kashmir. A teacher drawing a salary of Rs. 50 per month, for example, gets a cost-of-living allowance of Rs. 10 per month in Assam, as against Rs. 35 per month in Delhi. The local boards generally pay teachers a cost-of-living allowance, but except in Ajmer, Coorg, Delhi, Madras, Punjab, and Orissa the rates are lower than the corresponding government rates.

#### ADDITIONAL SALARIED ACTIVITIES

Public primary teachers are not entitled to combine their ordinary functions with other official functions. They may write textbooks and undertake private tuition with the permission of the authorities concerned.

#### HOURS

Public primary teachers are generally required to work from twenty to twenty-five hours a week. They are not as a rule required to be in school before the arrival and after the departure of the pupils. No regulations exist concerning the time teachers should devote to preparation of lessons and correction of homework.

There are between eighty and one hundred days' leave a year, not including the regular weekly holidays. All holidays are fully paid.

#### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

Teachers in the employ of district and municipal boards are required to contribute to a provident fund, an equal amount being contributed by the school authority.

Teachers in government schools may contribute on a voluntary basis to the provident fund.

The system is administered by the management concerned.

Service in the central government and the state governments is pensionable. The date of retirement is that on which the teacher attains the age of fifty-five. He may be retained in service in special cases after the date of retirement.

## NETHERLANDS

From the reply sent by the Ministry of Education, Fine Arts and Science

### SALARIES

Public primary teachers in the Netherlands are communal or government employees, and their salaries are paid by the municipality or the government. In accordance with regulations, the government refunds to the municipalities the salaries of a certain number of teachers, i.e., the headmaster and one teacher in schools with not less than thirty-one pupils, and an additional teacher for every forty-five pupils in excess of this minimum.

Salaries are based on service, qualifications, and type of commune. Communes are defined as first-, second-, and third-class. Taking the salary of a teacher in a first-class commune as basis, then his colleague in a second-class commune will earn 4% less, and in a third-class commune 8% less (the resulting salaries being taken to the nearest florin).

Teachers in special schools receive an annual allowance of 450 florins in a first-class commune, and, as for salary, 4% less than this sum in a second-class commune, and 8% less in a third-class commune.

Regulations concerning salaries of nursery-infant teachers have not yet been drawn up.

Salaries of teachers in primary and senior primary schools depend on age or service and possession or otherwise of the head teacher's diploma, and also, in the case of the latter schools, on possession of one or more primary or secondary teaching diplomas in French, German, English, mathematics and commerce, or of one or more secondary teaching diplomas in Dutch, geography and history.

The salary scales of such teachers are given on the following page.

Salaries of headmasters of primary and senior primary schools depend on the regulation number of teachers under them, and also, in the case of the latter schools, on possession of one or more of the primary and secondary diplomas described above.

The salary scales of such headmasters are given on the next page but one.

Headmasters are appointed by selection by the municipal council, on the proposal of the mayor and magistrates and in consultation with the inspector. If agreement cannot be reached with the inspector, then the question is decided by competitive examination. Teachers are appointed simply in consultation with the inspector.

MONTHLY SALARIES IN FIRST-CLASS COMMUNES  
OF TEACHERS WITHOUT THE HEAD TEACHER'S DIPLOMA  
(in florins)

Age	Primary Schools		Senior Primary Schools				a+a+a or a+b or b+b
	*		*	a	a+a or b		
18 years old .	185.40	185.40	185.40	185.40	206.00	226.60	247.20
19 years old .	199.58	199.58	199.58	199.58	220.58	241.60	262.60
20 years old .	212.16	212.16	212.16	212.16	243.98	254.60	275.80
Service							
1st year . . .	231.98	231.98	231.98	231.98	254.07	276.17	298.26
Over 1 year	248.82	248.82	248.82	248.82	271.44	294.08	316.68
Over 2 years	271.47	271.47	271.47	271.47	294.62	317.77	340.92
Over 3 years	283.05	283.05	283.05	283.05	306.20	329.35	352.37
Over 4 years	294.62	294.62	294.62	294.62	317.77	340.92	361.19
Over 6 years	317.77	317.77	317.77	317.77	340.92	361.19	380.48
Over 8 years	340.92	340.92	340.92	340.92	361.19	380.48	402.53
Over 10 years	352.37	352.37	352.37	352.37	369.45	391.50	413.55
Over 12 years	357.88	361.19	357.88	361.19	380.48	402.53	424.58
Over 14 years	361.19	369.45	361.19	369.45	391.50	413.55	435.60
Over 16 years	369.45	380.48	369.45	380.48	402.53	424.58	446.63
Over 18 years	380.48	391.50	380.48	391.50	413.55	435.60	457.65
Over 20 years	391.50	402.53	391.50	402.53	424.58	446.63	468.68

MONTHLY SALARIES IN FIRST-CLASS COMMUNES  
OF TEACHERS WITH THE HEAD TEACHER'S DIPLOMA  
(in florins)

Service	Primary Schools		Senior Primary Schools				a+a or b
	*		*	a			
1st year . . .	265.12	265.12	287.22	287.22	309.30		331.42
Over 1 years	282.75	282.75	305.38	305.38	328.00		350.62
Over 2 years	306.20	306.20	329.35	329.35	352.37		369.45
Over 3 years	317.77	317.77	340.92	340.92	361.19		380.48
Over 4 years	329.35	329.35	352.37	352.37	369.45		391.50
Over 6 years	352.37	352.37	361.19	369.45	391.50		413.55
Over 8 years	361.19	369.45	380.48	391.50	413.55		435.60
Over 10 years	380.48	391.50	402.53	413.55	435.60		457.66
Over 12 years	402.53	413.55	424.58	435.60	457.65		479.70
Over 14 years	424.58	435.60	446.63	457.65	479.70		501.75
Over 16 years	435.60	446.63	457.65	468.68	490.73		512.78
Over 18 years	446.63	457.65	463.17	479.70	501.75		523.80
Over 20 years	457.65	468.68	468.68	490.73	512.78		534.83

\* Scale applicable to primary and senior primary headmasters, head teachers, and teachers, who (1) possess one or more diplomas in French, German, English, commercial science, mathematics, physical culture, agriculture, needlework, homecraft, (2) possess a secondary teaching diploma in Dutch, history and geography, and (3) were born not later than the 1st January, 1898.

a = possession of a primary teaching diploma.

b = possession of a secondary teaching diploma.

### ALLOWANCES

All primary teachers are entitled to a family allowance amounting to 3% of salary for each child under eighteen years of age, to a maximum of 277.20 florins for each child, and a minimum of 200 florins for each child born before 1st January, 1945, and of 180 florins for each child born after that date. This family allowance is paid by the salary-paying authority.



Retirement pension is generally calculated on the basis of the average of emoluments drawn by the teacher during the last three years of service, and the formula is usually as follows :

$$\frac{\text{years of qualifying service} \times \text{that average}}{\text{(maximum 30 years)}} \\ 80$$

Teachers are entitled to sick leave on production of medical certificate from a competent medical authority.

The period of sick leave with full pay during the whole course of service is generally one year.

Leave without pay can also be granted in cases of protracted illness.

No provision is as yet made for widows and orphans pensions.

There is no unemployment allowance.

#### FOREIGN TEACHERS

In any part of India a foreign teacher may be appointed on the same conditions as Indian nationals.

#### PRIVATE SCHOOLS

The lowest salary scales of teachers in aided and private schools are approximately the same as in public schools, but the highest do not reach the level of the scales in force, say, in Hyderabad.

## INDONESIA

From the reply sent by the Ministry of Education

## SALARIES

Public primary school teachers in Indonesia are considered as officials of the State. They are appointed as temporary teachers for one year, and then become permanent. They are paid by the State.

There are four salary scales applicable to elementary and senior teachers. Scales I, II and III apply to teachers who received respectively one, four and six years' training after preliminary school education, and Scale IV to senior school teachers who received eight years' training after preliminary school education.

Within each scale, teachers are distributed into two or three classes (a, b and c). The possibility of transfer from class (a) to class (b) generally occurs after three years of service. Transfer to class (c) is made only on the proposal of the headmaster to the school inspector.

SCALES OF MONTHLY SALARIES AS AT 1ST MAY, 1952  
(in Florins \*)

Service	I		II		III		IV		
	b	c	b	c	b	c	a	b	c
1st year . . . . .	116.40	126.—	156.—	162.—	204.—	234.—	240.—	282.—	324.—
After 1 year . . .	120.40	132.—	164.40	182.40	218.40	250.80	260.40	304.80	348.—
" 2 years. . . .	127.80	138.—	172.80	190.80	232.80	267.60	280.80	327.60	372.—
" 3 years. . . .	133.20	144.—	181.20	199.20	247.20	284.40	301.20	350.40	396.—
" 4 years. . . .	134.60	150.—	189.60	208.80	261.60	301.20	321.60	373.20	420.—
" 5 years. . . .	144.—	156.—	198.—	218.40	274.80	318.—	342.—	396.—	444.—
" 6 years. . . .	148.80	162.—	206.40	228.—	288.—	334.80	362.40	417.60	468.—
" 8 years. . . .	159.60	174.—	222.—	246.—	315.60	368.40	403.20	460.80	516.—
" 10 years. . . .	170.40	186.—	237.60	264.—	343.20	402.—	444.—	504.—	564.—
" 12 years. . . .	181.20	198.—	253.20	282.—	370.80	435.—	486.—	547.20	612.—
" 14 years. . . .	192.—	210.—	268.80	300.—	398.40	469.20	528.—	590.20	660.—
" 16 years. . . .	202.80	222.—	284.40	318.—	426.—	502.80	—	633.60	708.—
" 18 years. . . .	213.60	234.—	300.—	336.—	453.60	536.40	—	676.80	756.—
" 20 years. . . .	224.40	246.—	315.60	354.—	481.20	570.—	—	720.—	810.—
" 22 years. . . .	235.20	258.—	331.20	372.—	513.—	603.60	—	—	864.—
" 24 years. . . .	246.—	270.—	348.—	390.—	—	636.—	—	—	—
" 26 years. . . .	—	282.—	—	408.—	—	—	—	—	—

\* 1 florin = 3 Indonesian rupees.

Promotions are mostly accorded according to years of service. Appointment of headmasters and headmistresses is by selection only.

From twenty to twenty-five teaching years are required before reaching the maximum salary.

## ALLOWANCES

From State funds, teachers are paid cost-of-living and family allowances.

The cost-of-living allowance varies according to salary and the standard of living of the area in which the teacher is working. Indonesia is divided into I-XII such areas. Djakarta, the capital, for example, belongs to Area IX.

The following percentages of salary are granted to married teachers and other government officials as cost-of-living allowance :

Area	The 1st Rs. 100	The 2nd Rs. 100	The 3rd Rs. 100	The 4th Rs. 100	The 5th Rs. 100	Rest of salary
I. . . . .	30%	25%	20%	15%	10%	5%
II. . . . .	39%	34%	29%	24%	19%	10%
III. . . . .	49%	44%	39%	34%	29%	15%
IV. . . . .	60%	55%	50%	45%	40%	20%
V. . . . .	72%	67%	62%	57%	52%	26%
VI. . . . .	85%	80%	72%	70%	65%	33%
VII. . . . .	99%	94%	89%	84%	79%	40%
VIII. . . . .	114%	109%	104%	99%	94%	47%
IX. . . . .	129%	124%	119%	114%	109%	55%
X. . . . .	145%	140%	135%	130%	125%	63%
XI. . . . .	163%	158%	153%	148%	143%	72%
XII. . . . .	182%	177%	172%	167%	162%	81%

For unmarried teachers and other government officials the cost-of-living allowance is three-quarters of that for married teachers.

The family allowances vary according to salary, number of children, and area, in accordance with the following scale :

Area	Percentage of Salary	Minimum Rupees	Maximum Rupees
I. . . . .	3%	10	25
II. . . . .	5%	12	30
III. . . . .	7%	14	35
IV. . . . .	9%	16	40
V. . . . .	10%	18	45
VI-XII. . . . .	11%	20	50

Teachers are not granted any special privileges.

## ADDITIONAL SALARIED ACTIVITIES

Teachers may give overtime lessons at rates varying from 7.50 to 40 florins a month for one hour a week, according to the teacher's grade and school. Private remunerative activities are also allowed.

## HOURS

Teachers in elementary schools have forty 45-minute periods of attendance a week, and those in senior schools thirty 50-minute periods.

Teachers are required to be in school a quarter of an hour before the first lesson begins.



There are no legislative regulations concerning the time that teachers must spend on the preparation of their lessons and the correction of homework.

Apart from the regular weekly holidays, there are 107 days of vacation per annum. All holidays are fully paid.

#### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

Primary teachers are entitled to a pension at the age of 55 and on completion of from twenty to thirty years of service.

Pension amounts to 46% of the average salary during the last three years. The insured teacher contributes to the pension scheme 2% of his salary for himself, and 5% for his wife and children.

In case of absence owing to illness teachers receive their full salary on presenting a doctor's certificate.

A widow is entitled to a pension of 20% to 22% of the average salary of the husband during the last three years. An orphan is entitled to 40% of a widow's pension.

#### FOREIGN TEACHERS

Nationals from other countries are admitted as teachers in elementary schools under the same conditions as nationals of Indonesia.

#### PRIVATE SCHOOLS

On all the foregoing points there are no differences between public and private schools.

## IRAQ

From the reply sent by the Ministry of Education <sup>1</sup>

### SALARIES

Teachers in Iraq's public primary schools are holders of the normal school diploma, and come under the Ministry of Education.

Their basic salary grades are 6, 8, 10, 12, 15, 18, 21 and 25 dinars a month.

A teacher's promotion from one grade to the next is granted when each of the following conditions is fulfilled :

(a) he has completed the required years of service in his grade (two years for grades up to 15 dinars a month, three years for the rest);

(b) his inspector's reports are favourable ;

(c) credits for such promotion are available.

### ALLOWANCES

Primary teachers' salaries are at the present time supplemented by a cost-of-living allowance, and, where appropriate, by a family allowance and a regional allowance.

The cost-of-living allowance is a percentage of the basic salary, decreasing as the latter increases. It amounts to 100% at the present time for the first salary grade.

The family allowance varies according to the extent of a teacher's family responsibilities.

The regional allowance is granted in certain specially isolated, or unhealthy, districts, and may amount to 10-15% of the basic salary.

### ADDITIONAL SALARIED ACTIVITIES

The Ministry of Education requires certain primary teachers to give lessons forming part of the anti-illiteracy campaign, such lessons being paid at the rate of 100 fils an hour.

<sup>1</sup> Based on data available in 1950.

## HOURS

Primary teachers in Iraq are required to work thirty-two hours a week. For sports instructors this figure is reduced to twenty-six or twenty-seven.

A teacher's hours are distributed over all days of the week, excepting Friday (the official holiday), and Monday and Thursday afternoons, which are reserved for extra-curricular activities such as games, scouting, gardening, and rhetoric competitions.

The duty teacher and the headmaster are required to be present at school half-an-hour before classes begin, and other teachers quarter-of-an-hour. The duty teacher is also expected to remain at school during the lunch-hour.

All ordinary school holidays are fully paid.

## PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

Both men and women primary teachers are entitled to a government pension after thirty years' service, at the age of fifty-five. They may remain in service until the age of sixty or, in certain cases, sixty-three. A reduced pension may be granted after fifteen years' service for disability, or after twenty-five years' service.

Teachers pay pensions fund contributions amounting to 6.25% of their salary, after their first eighteen months' service.

Teachers are granted three months' sick leave on full pay, then three months on half pay. Their salary then ceases, but they may be retained on the official list of teachers for a further period of six months. If a teacher has been absent through illness for a period exceeding one year, the school authorities decide on the merits of his case whether to re-admit him until such time as he entitled to a pension.

## FOREIGN TEACHERS

Foreigners are allowed to work in private schools in Iraq. Their terms of service are fixed by contract.

## PRIVATE SCHOOLS

Teachers in private schools are employed on the basis of a contract between them and the school, whereas the terms of service of teachers in public schools are established by the civil service act. The Ministry of Education has the right to supervise private schools.

There is no pensions scheme for teachers in private schools.



## IRELAND

From the report sent by the Department of Education

## SALARIES

Primary school teachers are employed by the school managers subject to the approval of the Department of Education, but their salaries are paid by the State. Practically all the schools are under the management of local clergymen. Each manager enters into an agreement with the teachers employed by him, and the services of a teacher cannot be dispensed with except under the terms of the agreement. The agreement is terminable on three months' notice on either side; it may be terminated by the manager without notice for misconduct on the part of the teacher or other sufficient reason.

The salary scales for national teachers, which came into operation on 1st April, 1951, are as follows:

## ANNUAL SALARY SCALES FOR PRIMARY TEACHERS

Status	Minimum £	Annual Increment	Maximum £
Women and single men trained teachers (principals and assistants)	285	£11 × 16 + £16 × 4	525 *
Married men trained teachers (principals and assistants) . . . . .	340	£17 × 5 + £16 × 10 £13 × 5	650
Junior assistant teachers . . . . .	285	£11 × 6	351
Untrained teachers appointed prior to 1st January, 1921:			
(a) women and single men . . .	285	£11 × 11 + £16 × 4	470
(b) married men . . . . .	340	£17 × 15	595
Untrained junior assistant mistresses, and untrained teachers appointed on or after 1st January, 1921:			
(a) women and single men . . .	230	£11 × 10 + £10 × 3	370
(b) married men . . . . .	285	£17 × 10 + £15 × 2	485

\* Single men trained teachers who qualified prior to 31st October, 1946, on reaching the maximum of £525 are eligible for a further increment of £20 on completion of one year's satisfactory service.

Principal and vice-principal teachers receive an allowance which in the case of a principal teacher is computed according to the average attendance of pupils as follows:

## SCALE OF ALLOWANCES FOR PRINCIPALS AND VICE-PRINCIPALS

Average Attendance	Women and Single Men		Married Men	
	£.	s. d.	£.	s. d.
Under 10 . . . . .	6.	9.0	6.	9.0
From 10 to 19 . . . . .	9.	13.6	9.	13.6
From 20 to 29 . . . . .	16.	2.6	16.	2.6
From 30 to 49 . . . . .	32.	5.0	38.	14.0
From 50 to 84 . . . . .	48.	7.6	58.	1.0
From 85 to 119 . . . . .	64.	10.0	77.	8.0
From 120 to 179 . . . . .	80.	12.6	96.	15.0
From 180 to 239 . . . . .	96.	15.0	116.	2.0
From 240 to 299 . . . . .	129.	0.0	154.	16.0
From 300 to 349 . . . . .	145.	2.6	174.	3.0
From 350 to 399 . . . . .	161.	5.0	193.	10.0
From 400 to 449 . . . . .	177.	7.6	212.	17.0
From 450 and over . . . . .	193.	10.0	232.	4.0

All vice-principal teachers receive an allowance of £40.6.3d. in the case of women or single men, and of £48.7.6d. in the case of married men.

According to the rules and regulations for national schools, the persons who are eligible for recognition as principal teachers are as follows :

A. *Schools with an average attendance for the preceding calendar year of less than 65 pupils :*

(a) Persons who have completed successfully a course of training in a training college recognised by the Minister, and who have been awarded the Diploma of Training ; and

(b) (in a provisional capacity) persons who have completed a course of training and passed the final examination within the three years preceding the date of appointment, provided that, if such persons have already given service as assistant teacher, their service has been satisfactory ; subject to the following conditions in regard to qualifications in Irish :

(i) in the case of schools situated in a district scheduled as Irish-speaking, candidates must have obtained a certificate of competency to give instruction in the school programme through the medium of Irish ;

(ii) in the case of schools situated in English-speaking districts, candidates must have obtained a certificate of competency to teach Irish. Ability to carry out the requirements of the programme with reasonable competency will, however, be regarded as sufficient qualification in Irish in the case of candidates for appointment who on 1st July, 1922, were over 30 years of age and who have since that date served with the sanction of the Minister in a permanent capacity on the staff of a national school.

B. *Schools with an average attendance for the preceding calendar year of from 65 to 94 pupils :*

Persons eligible for recognition as principal teachers of schools with less than 65 pupils, whose last three years of service have been satisfactory and who have given, in all, not less than five years' such service.

C. *Schools with an average attendance for the preceding calendar year of from 95 to 139 pupils :*

Persons eligible for recognition as principal teachers of schools with less than 65 pupils, (a) whose last five years of service have been satisfactory and (b) who have given, in all, not less than seven years' such

service (this latter period of service may be reduced by two years in the case of university graduates); subject to the following conditions in regard to qualifications in Irish:

(i) in the case of schools situated in a district scheduled as Irish-speaking, candidates for appointment must have obtained a certificate of competency to give instruction in the school programme through the medium of Irish;

(ii) in the case of schools situated in English-speaking districts, candidates for appointment after 30th June, 1931, who on 1st July, 1922, were not more than 30 years of age, must have obtained a certificate of competency to give instruction in the school programmes through the medium of Irish, and candidates for appointment after 30th June, 1931, who, on 1st July, 1922, were more than 30 years of age, must have obtained a certificate of competency to teach Irish.

*D. Schools with an average attendance for the preceding calendar year of 140 pupils and above:*

Persons eligible for recognition as principal teachers of schools of from 95 to 139 pupils, whose last seven years of service have been satisfactory (this period of service may be reduced by two years in the case of university graduates).

The persons eligible for recognition as vice-principal teachers are trained teachers whose last five years of recognised service have been satisfactory, subject to the conditions in regard to qualifications in Irish prescribed for principal teachers in schools with an average attendance from 95 to 139 pupils.

Recognition as vice-principal teacher shall be withdrawn if the estimate of the teacher's work ceases to be satisfactory.

The persons eligible for recognition as trained assistant teachers are persons who have completed successfully a course of training in a training college recognised by the Minister and who have the qualifications in Irish required in the case of principal teachers of schools with an average attendance of less than 65 pupils.

These regulations are not statutory. Promotion of teachers to vice-principal teacher, to principal teacher, to principal teacher of a larger school, is by selection by the manager of the school concerned.

The following are the numbers of primary school teachers employed in the various categories on 30th June, 1952:

NUMBERS OF PRIMARY TEACHERS AS AT 30.6.1952

	Men	Women	Total
Principal and assistant teachers . . . . .	3,537	4,891	8,428
Junior assistant mistresses . . . . .	—	1,388	1,388
Members of religious orders of monks and nuns, who are members of the minimum recognised staff required by the regulations in convent or monastery schools paid by capitation . .	444	1,750	2,194
Lay assistant teachers who are members of the minimum recognised staff required by the regulations in convent and monastery schools paid by capitation . . . . .	202	660	862
Total	4,183	8,689	12,872



It is estimated that approximately 70% of the lay men teachers are married.

### ALLOWANCES

Bonuses are payable to teachers with special qualifications, as shown in the following table :

ANNUAL BONUSES IN RESPECT OF SPECIAL QUALIFICATIONS AS FROM 1.11.1951		
Qualifications	Annual Bonus	
	£.	s. d.
(a) Third year's course or teaching diploma . . . . .	10	15.0
(b) Higher certificate. . . . .	21	10.0
(c) Bachelor's degree (pass) of a recognised university . . .	21	10.0
(d) Higher Froebel certificate . . . . .	8	12.0
(e) <i>Ard Teastas</i> . . . . .	16	2.6
(f) Higher Diploma . . . . .	10	15.0
(g) Master's degree (pass) of a recognised university . . . .	10	15.0
(h) Bachelor's degree (honours) of a recognised university or Master's degree (honours) and/or higher diploma (honours) —one bonus of . . . . .	10	15.0

Not more than one of the bonuses at (a) to (b) above may be held at one time.

Any one or more of the bonuses under (d) to (h) inclusive may be held in addition to a bonus under (a) or (b) or (c), but the total amount payable in bonuses to any teacher may not exceed a rate of £43 per annum.

Teachers are eligible for the above bonuses subject to the following conditions : (a) that they have satisfactorily completed their probation ; and (b) that their work has been satisfactory in three of the last five years preceding the date of award. Payment of a bonus cannot be continued to a teacher whose work is reported as not being satisfactory.

A lump sum gratuity of £75 is payable to men teachers on marriage.

An annual non-pensionable allowance in aid of rent is paid to a married man teacher in whose case the Minister decides that a teacher's residence, in connection with the school, is not available, subject to the condition that the teacher is not living in such a residence in connection with a school other than that in which he is serving ; the allowance is determined by the area in which the school in which the teacher is serving is situated. County Borough of Dublin and Borough of Dunlaoghaire, £40 ; County Borough of Cork, £30 ; County Boroughs of Limerick and Waterford and Borough of Galway, £25 ; Boroughs of Drogheda, Sligo, Wexford, Kilkenny and Clonmel, and the Urban districts of Dundalk, Bray, Tralee, Carlow and Athlone, £15 ; any other area, £10. For the purpose of this allowance, schools situated within a radius of two statute miles from the boundaries of the County Borough of Dublin, the Borough of Dunlaoghaire, the Urban District of Bray, the County Boroughs of Cork, Limerick and Waterford and the Borough of Galway are deemed to be within the respective County Borough, Borough or Urban District area in question.

A woman teacher, who is a widow, and who has at least one child who is under the age of 16 years, or if over the age of 16 years, (a) is receiving whole time instruction at any university, college, school or other educational establishment, or (b) is an invalid and incapacitated from maintaining himself, is eligible for a non-pensionable allowance in aid of rent at the rates specified above, subject to the conditions mentioned in regard to teacher's residence.

Allowances, in respect of dependent children are payable, subject to certain conditions, to (a) married men teachers, (b) serving widow-teachers and (c) widows whose husbands served as teachers subsequent to 31st March, 1951. The allowances are payable to married men teachers at the rate of £25 per annum per child for third, fourth and fifth child where there are three or more children eligible (i.e., under 16 years of age, or between 16 and 21 years, if invalided or at school); no allowance is payable for the first two eligible children.

Widows of married men teachers, and widow-teachers, may receive the allowance in respect of a maximum of five eligible children including the first and second. Where a married man teacher or a widow-teacher retires with a pension or disability gratuity in respect of service as a national teacher, these allowances may continue to be paid to him (her).

#### ADDITIONAL SALARIED ACTIVITIES

Teachers are not permitted to engage in any occupation or office tending to interfere with their usefulness as teachers.

Teachers are permitted to be members of county councils or other statutory local bodies on the understanding that they shall not absent themselves from their schools during school hours or interrupt their school duties for the purpose of attending meetings or transacting other business arising out of their membership of such bodies, except as provided below.

Teachers who are members of School Attendance Committees under the School Attendance Act, 1926, or of scholarship committees, vocational education committees, library committees or school medical service committees established under county, borough or urban councils, may be absent from school during a school day, in whole or in part, with the permission of the manager, in case of attendance at a meeting of such committee. Arrangements, however, are made to ensure that, as a rule, a school will not be closed to enable a teacher to attend such meetings.

Teachers are strictly forbidden to keep, to act as assistants in keeping, or to have any interest in public-houses or houses for the sale of spirituous liquors, or to live in any such house (except as provided in the paragraph following); and the husband (or wife) of the owner or part-owner, manager or occupier of such house, or of an assistant therein, or other person having any interest therein cannot be recognised as a national teacher.

An unmarried teacher is not precluded from living in a public house or a house for the sale of spirituous liquor if his parent or parents own and reside in the house.

Teachers may be members of either house of the *Oireachtas* (Parliament) and may be paid salary in full in respect of periods of absence from school arising from their parliamentary duties, provided they employ a qualified substitute.

## HOURS

Under the regulations provision must be made in the school time-table for ordinary secular instruction for not less than four hours daily on each day on which the school is in operation ; and teachers are required to be in attendance half an hour before the time fixed in the time-table for the commencement of school business.

There are no legislative regulations concerning the time that teachers must spend on the preparation of their lessons and on the correction of homework, or on other activities.

The maximum annual vacation (not including the regular weekly holidays) is ten weeks (fifty school days). All holidays are fully paid.

## ILLNESS, PENSIONS, DISABILITY, UNEMPLOYMENT

Teachers in substantive employment are exempted from the scope of the State schemes of unemployment and health but those with an annual remuneration of less than £600 contribute towards a State scheme for widows' and orphans' pensions.

No teacher with less than ten years' service can be granted a pension. Subject to this provision :

- (a) a teacher aged 60 or over can retire voluntarily on pension ;
- (b) a teacher aged 55 or over can retire on pension if he has given 35 years' service ;
- (c) a teacher who has become incapacitated while in the service may be granted a pension if the incapacity is likely to be permanent ;
- (d) a teacher aged 50 or over who is removed from the service on account of inefficiency may be granted a pension.

For each completed year of service, up to a maximum of 40, one-eightieth of a teacher's salary is granted as pension. In this connection, salary means the average annual amount of salary and any allowances, apart from rent and children's allowances, received for the three years ended (1) on the date of retirement if that event occurs, as it usually does, on 31st March, 30th June, 30th September, or 31st December, or (2) if the event occurs at any other time, on whichever of those dates next precedes the event.

In addition, from 1st January, 1950, men and women teachers receive a lump sum retiring gratuity of one-thirtieth of salary for each completed year of pensionable service, up to a maximum of forty-five years.

The present pension scheme is non-contributory and the State bears the whole cost of pensions.

For occasional brief absences of teachers owing to illness the manager's statement is accepted by the Department. If the absence exceeds two weeks a medical certificate is required stating the nature of the illness occasioning the absence and the period which the certificate covers. Should a teacher be absent owing to illness for longer than thirty-one days continuously, or for longer than thirty-one days in any calendar year, a quali-



fied substitute must be employed by the teacher and paid by him at a certain minimum rate prescribed by the Minister, as a condition for payment of salary. The teacher is later recouped by the Department in respect of his payment to the substitute for the latter's service after the first fortnight of continuous absence on the part of the teacher or, if the absence is not continuous, for the substitute's service from the date from which the substitute was required as a condition for the payment of salary or other grants to the teacher. The recoupment is to the extent of an amount not exceeding two-thirds of the minimum remuneration prescribed for the substitute.

During properly certified sick leave, salary may be paid in full to a teacher for six months continuously or for six months in a calendar year. In exceptional cases payment may be made in full for a further period of six months provided the teacher's absences with pay do not exceed in the aggregate fifteen months during the last four years of recognised service. If on the expiration of the period of absence allowed under the foregoing provisions, evidence is furnished by a medical referee appointed by the Minister of Finance that the teacher is likely to be fit to resume his teaching duties at an early date, payment of salary may be allowed in full for an additional period of absence not exceeding six months. In the case of teachers certified to be suffering from pulmonary tuberculosis, special sick leave for a period not exceeding eighteen months from the date of the first medical certificate in which tuberculosis is diagnosed may be granted on certain conditions, provided that the period of special sick leave and any periods of ordinary sick leave when added together do not exceed twenty-four months in all in any period of four years of recognised service. This special sick leave is allowed only once to any teacher.

Sick leave is not granted on an insurance basis; teachers are not required to make any contributions towards payment of salary during absence owing to illness.

There is no State provision for unemployment allowances for public primary school teachers. Under a panel arrangement, however, payment of salary may be made for continued service in their schools to assistant teachers and junior assistant mistresses whose posts have lapsed owing to decline in the average enrolment, pending the occurrence of a suitable alternative position.

#### FOREIGN TEACHERS

Persons trained outside the Republic of Ireland are not recognised as teachers in primary schools except, under certain conditions, teachers certificated after two years of training in Great Britain or Northern Ireland, provided they had entered on their course of training in the case of men before the 1st July, 1935, and in the case of women, before the 1st July, 1937.

#### PRIVATE SCHOOLS

The Department of Education has no information regarding the salaries or conditions of appointment of teachers in schools which are not aided by the Department.

## ISRAEL

From the reply sent by the Ministry of Education and Culture

## SALARIES

Public primary teachers in Israel rank as government officials, placed at the disposal of the municipalities or communes. Their salaries are guaranteed by the government. Before being permanently appointed, they serve a probationary period that normally lasts two years, but may be prolonged by one or two years.

Appointments and allocation to vacant posts are made by the government. The municipal councils have no official right of control, but so far as the larger villages and towns are concerned, due account is customarily taken of their wishes and opinion.

A uniform salary scale exists for all primary teachers holding a teaching diploma.

SALARY SCALE (1953) OF PRIMARY TEACHERS  
(in £1 per month)

Service	Primary Schools			Kindergartens		
	Certificated Teacher	Uncertificated Teacher		Certificated Teacher	Uncertificated Teacher	
		A	B		A	B
1st year . .	50	46	41	47	43	38
2nd year . .	50	46	41	47	43	38
3rd year . .	50	46	41	47	43	38
4th year . .	52	48	43	49	45	40
5th year . .	53	49	44	50	46	41
6th year . .	54	50	45	51	47	42
7th year . .	55 ½	51 ½	46 ½	52 ½	48 ½	43 ½
8th year . .	57	53	48	54	50	45
9th year . .	58 ½	54 ½	49 ½	55 ½	51 ½	46 ½
10th year . .	64	60	55	61	57	52
11th year . .	65 ½	61 ½	56 ½	62 ½	58 ½	53 ½
12th year . .	67	63	58	64	60	55
13th year . .	68 ½	64 ½	59 ½	66	62	57
14th year . .	70	66	61	68	64	59
15th year . .	72	68	63	70 ½	66 ½	61 ½
16th year . .	78	74	67	77	73	68
17th year . .	80	76	71	79 ½	75 ½	70 ½
18th year . .	82	78	73	82	78	73
19th year . .	84	80	75	85	81	76
20th year . .	86	82	77	—	—	—
21st year . .	88	84	79	—	—	—

Teachers of special classes receive a salary supplement varying in amount from 10% to 20% of basic salary.

MONTHLY SALARIES IN FIRST-CLASS COMMUNES  
OF HEADMASTERS  
(in florins)

Primary Schools

Service	Less than 6 assistants		6 assistants or over	
	*	*	*	*
1st year . . . . .	340.92	340.92	357.88	361.19
Over 1 year . . . . .	352.37	352.37	361.19	369.45
Over 2 years . . . . .	357.88	361.19	369.45	380.48
Over 3 years . . . . .	361.19	369.45	380.48	391.50
Over 4 years . . . . .	369.45	380.48	391.50	402.53
Over 6 years . . . . .	391.50	402.53	413.55	424.58
Over 8 years . . . . .	413.55	424.58	435.60	446.63
Over 10 years . . . . .	435.60	446.63	457.65	468.68
Over 12 years . . . . .	457.65	468.68	468.68	490.73
Over 14 years . . . . .	468.68	490.73	490.73	512.78
Over 16 years . . . . .	479.70	501.75	501.75	523.80
Over 18 years . . . . .	490.73	512.78	512.78	534.83
Over 20 years . . . . .	501.75	523.80	523.80	545.85

Senior Primary Schools

Service	Less than 6 assistants				6 assistants and over			
	*	a	a+a or b		*	a	a+a or b	
1st year . . .	357.88	361.19	380.48	402.53	369.45	380.48	402.53	424.58
Over 1 years	361.19	369.45	391.50	413.55	380.48	391.50	413.55	435.60
Over 2 years	369.45	380.48	402.53	424.58	391.50	402.53	424.58	446.63
Over 3 years	380.48	391.50	413.55	435.60	420.53	413.55	435.60	457.65
Over 4 years	391.50	402.53	424.58	446.63	413.55	424.58	446.63	468.68
Over 6 years	413.55	424.58	446.63	468.68	435.60	446.63	468.68	490.73
Over 8 years	435.60	446.63	468.68	490.73	457.65	468.68	490.73	512.78
Over 10 years	457.65	468.68	490.73	512.78	468.68	490.73	512.78	534.83
Over 12 years	468.68	490.73	512.78	534.83	490.73	512.78	534.83	556.88
Over 14 years	490.73	512.78	534.83	556.88	512.78	534.83	556.88	578.93
Over 16 years	501.75	523.80	545.85	567.90	523.80	545.85	567.90	589.95
Over 18 years	512.78	534.83	556.88	578.93	534.83	556.88	578.93	600.98
Over 20 years	523.80	545.85	567.90	589.95	545.85	567.90	589.95	612.00

\* , a and b : see footnotes to tables on preceding page.

ADDITIONAL SALARIED ACTIVITIES

No regulations exist concerning additional teaching activities (evening classes and the like).

Primary teachers are not allowed to combine their post with that of member of the municipal council or parliament.

They are expressly forbidden to engage in wholesale or retail trade, or to take up any profession other than that of teaching.

They may engage in activities of an ecclesiastical nature.

The provincial assemblies have authority to grant exceptions to the above rulings.

HOURS

Although the education law does not fix the number of hours primary teachers are required to teach, they work as a general rule twenty-six hours a week. In grant-aided schools they must devote a minimum of twenty-two hours to the compulsory subjects.



Primary teachers are required by some communal regulations to be present at school about fifteen minutes before lessons begin.

Holidays vary according to school between forty and sixty days a year. In grant-aided schools the school year must last at least forty weeks. All holidays are fully paid.

#### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

A pensions fund exists, which is administered by the government. Primary teachers are entitled to retire on pension at the age of 65, after not less than ten years' service.

A disability pension is awarded only to teachers who have served for not less than seven years.

Retirement pension amounts to 1.75% of average salary for the last three years, with a maximum of 70% of such average or a maximum of 4800 florins, whichever is the less.

Disability pension amounts to not less than 30% of average salary for the last three years.

Teachers contribute 2% of salary to the pensions fund.

For the award of disability pension the disability must be certified by two doctors nominated by the mayor of the teacher's place of domicile.

On presentation of a medical certificate primary teachers are entitled to sick leave on full pay for up to one year and on half pay for up to a further year.

A widows and orphans pension fund exists, contributions to which amount to 5.5% of salary (with a ceiling of 165 florins).

A widow's pension amounts to 50% of the first 2000 florins of the deceased's salary, plus 40% of the succeeding 3,000 florins, and therefore to a maximum of 2200 florins.

The orphans' pension amounts to 500 florins per under-age child. The combined sum of widow's and orphans' pension may not exceed 4000 florins.

A qualified primary teacher who is dismissed the service on account of his post becoming redundant, is entitled to an interim allowance, payable for as many years as he has served. For married teachers this allowance is equal to 100% of salary in the first three months after dismissal, 85% in the following three months, 70% in the next five years, 60% for a further period of five years, and 50% thereafter. For single teachers, the corresponding percentages are 100%, 75%, 60%, 50% and 40%.

#### FOREIGN TEACHERS

With the Queen's special authorization, foreigners may teach in the public primary schools of the Netherlands on the same terms as Dutch nationals.

#### PRIVATE SCHOOLS

The staffs of grant-aided schools work under the same conditions in respect of salary, pensions and holidays as their colleagues in the public schools.

Appointments to posts in the grant-aided schools are made by the school committee, which is also responsible for the payment of salaries. The government then refunds such payment, provided certain conditions are fulfilled.

Headmasters receive a salary supplement amounting, according to the number of classes in their school, to between £1 5 and £1 35 a month.

Promotion to the next higher salary grade is made exclusively on the basis of length of service. The maximum is reached after twenty-one years' service.

### ALLOWANCES

In addition to their salary, all primary teachers receive a cost-of-living allowance amounting (in 1953) to roughly £1 80 a month, and a family allowance of £1 3 to £1 4 a month for each dependent.

Teachers appointed to an isolated post generally enjoy special facilities.

As a general rule teachers receive an indemnity for expenses incurred through transfer by the central authority. They are entitled to a 50% reduction of fees for their children at intermediate schools (primary tuition is in any case free).

### ADDITIONAL SALARIED ACTIVITIES

Primary teachers are allowed to take evening or continuation classes, and are paid for this work. They may also publish textbooks, and indulge in literary or artistic activities, but they may not be commercial representatives. In principle they are not entitled to give private lessons, but in practice this ruling is in many cases waived at the present time.

### HOURS

To be entitled to full salary, primary teachers are required to work thirty hours a week. They generally have to take their turn with the supervision of the pupils' arrival and departure.

No regulations exist concerning the time teachers should devote to preparation of lessons and correction of homework.

The primary schools are open six whole days a week (Sunday to Friday inclusive). Besides Saturdays, there are one hundred and nine days of fully paid holiday a year.

### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

Primary teachers are compulsory members of a government pensions fund. The primary teachers' association also has its own State-subsidized mutual assistance fund.

Primary teachers are entitled to half pension at the age of sixty, at which age they begin to work only half the regulation number of hours, and retire fully at sixty-five on full pension.

Full pension amounts to half of last basic salary plus cost-of-living allowance.

Primary teachers contribute 5% of salary to the pensions fund, and the Ministry of Education an equal amount.

They are entitled to one month's paid sick leave a year. Such leave is cumulative, up to a maximum of four months on full pay and four months on half pay. In special cases sick leave may be prolonged by two months.

Maternity leave is granted for six weeks on full pay.

The conditions under which primary teachers are entitled to disability allowance have not yet been defined.

The widow of a teacher who dies before reaching pensionable age, receives his full salary for three months, and the total amount of his contributions to the pensions fund. The widow of a teacher on pension at the time of his death, is entitled to 60% of his pension.

Unemployment among teachers has been unknown since the foundation of the State of Israel in May, 1948.

### FOREIGN TEACHERS

All Jewish persons are granted Israeli nationality on entering the country and enjoy the same rights as Israeli subjects by birth. There have been no other foreign-born candidates for teaching posts, since the language of instruction is Hebrew.

### PRIVATE SCHOOLS

All private schools in Israel are subject to government inspection, and the majority of them are grant-aided.



## ITALY

From the reply sent by the Ministry of Education

### SALARIES

Primary teachers in Italy rank as government officials. The permanent tenure of their posts is assured provided they give no serious grounds for dismissal, such as continued negligence of their duties or grave misconduct.

Their salaries are paid monthly, by the government, and consist of basic salary as fixed in salary scales applicable throughout the country and a cost-of-living allowance varying with locality and family responsibilities.

The monthly salary of a primary teacher of salary grade XI, for example, working in a town of 200,000 inhabitants, and with a wife and one child, would consist of a basic salary of 16,116 liras, a cost-of-living allowance of 18,327 liras, and a study allowance of 5397 liras, making a total of 45,538 liras.

#### ANNUAL SALARIES AND ALLOWANCES (in Liras)

Grade	Service	Basic Salary <sup>1</sup>	Cost-of-living Allowance <sup>2</sup>	Divers Allowances	Total Salary <sup>3</sup>
XII	0 years . . . .	171,000	179,688	91,204	441,892
	After 2 years .	179,000	179,688	91,204	449,892
XI	0 years . . . .	215,000	179,688	95,394	490,082
	After 2 years .	221,000	179,688	95,394	496,082
	After 2 years .	227,000	179,688	95,394	502,082
	After 3 years .	237,000	179,688	95,394	512,082
X	0 years . . . .	282,000	179,688	102,524	564,212
	After 4 years .	290,000	179,688	102,524	572,212
	After 4 years .	298,000	179,688	102,524	580,212
IX	0 years . . . .	361,000	179,688	110,654	651,342
	After 4 years .	369,000	179,688	110,654	659,342
	After 4 years .	378,000	179,688	110,654	668,342
	After 5 years .	387,000	179,688	110,654	677,342
VIII	0 years . . . .	437,000	179,688	139,622	756,310
	After 4 years .	446,000	179,688	139,622	765,310
	After 4 years .	455,000	179,688	139,622	774,310

<sup>1</sup> In Rome the scale includes one further step (306,000 liras) in grade X and the commencing salary in grade XII is 175,000 liras.

<sup>2</sup> Excluding family allowance.

<sup>3</sup> Excluding the thirteenth month of salary, paid in December and comprising basic salary and cost-of-living allowance.

The monthly salary of a primary teacher of salary grade IX, on the other hand, working in a town of 800,000 inhabitants, with a wife and three children, would consist of a basic salary of 27,061 liras, a cost-of-living allowance of 28,117 liras, and a study allowance of 5397 liras, making a total of 68,811 liras.

Primary teachers become certificated as the result of competitive examination, and their salary increments are based on service. Probationary teachers begin in salary grade XII, certificated teachers in salary grade XI. Each salary grade has a number of steps, as will be seen from the above table.

Maximum salary is reached after forty years' service. At the present time there are roughly 134,000 primary teachers. No statistics exist, however, giving their distribution by salary grade.

#### ALLOWANCES

Primary teachers receive a cost-of-living allowance varying between 15,000 and 50,000 liras a month according to size of family and number of inhabitants in the town. Such allowance would amount to 15,000 liras a month in the case of a bachelor living in a small town, for example, and to 50,000 liras in the case of a married teacher with ten children, living in a large town.

In addition primary teachers receive the following allowances :

- (a) an allowance for special work of 750 liras a month ;
- (b) a studies allowance ;
- (c) An attendance allowance varying in amount according to salary grade.

All these allowances are paid by the government.

In common with all other officials, public primary teachers also enjoy the following privileges :

- (a) an allowance in the event of their transfer for service reasons, covering travelling expenses for the whole family, transport of furniture, an allowance for each day of travelling, and a settling-in allowance of roughly 10,000 liras ;
- (b) a 50% reduction on the railways for themselves, wife and dependent children.

#### ADDITIONAL SALARIED ACTIVITIES

In addition to their ordinary work public primary teachers are allowed to take continuation, evening and prison classes and, if they have the required qualifications, to teach in secondary schools.

In common with all other officials they may not take up a post of a political nature without first having resigned.

They may also give private lessons, publish textbooks and, subject to their inspector's approval, take up any other private remunerative activities compatible with the nature of their calling and duties.

## HOURS

In accordance with regulations primary teachers are required to teach for twenty-five hours a week and to assist in all work necessary for the smooth functioning of the school. They are required to be present at school ten minutes before lessons begin, to supervise the pupils' arrival.

No regulations exist concerning the time they should devote to preparation of lessons and correction of homework, but they are required to keep a class register of each pupil's marks and the ground covered.

The school year begins as a rule on 1st September and ends on 30th June. The summer holiday thus lasts two months. In addition teachers are entitled to seventy-five days' ordinary and extraordinary leave a year (i.e., fifteen days for family reasons, thirty days' ordinary leave, and thirty days' extraordinary leave for illness).

The summer holiday is fully paid. During the other holidays teachers forfeit their attendance allowance of 65 to 110 liras a day.

## PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

Teachers are entitled to retire on pension after not less than nineteen years, six months and one day of service.

They are compulsorily insured against tuberculosis with the *Istituto Nazionale di Previdenza ed Assistenza Sociale* (national providential and social assistance institute). This body pays medical expenses and medicines. The *Ente Nazionale di Assistenza Magistrale* (national teachers' aid institute), moreover, provides financial assistance for teachers who fall ill, sends their children to convalescent homes, and provides scholarships. The orphans of teachers are received in special educational establishments.

In the event of the death of a primary teacher, his widow is entitled to 50% of the pension due to the deceased, if there are no dependent children, and to 60%, 65%, 70% and 75% respectively if there are one, two, three, or over three dependent children.

Orphans who have lost both parents, are entitled to 33 $\frac{1}{3}$ % of such pension if they are one or two, 40% if they are three, 50% if they are four, and 60% if they are over four, in number.

## FOREIGN TEACHERS

Foreign nationals are not eligible for appointment to public primary schools.

## PRIVATE SCHOOLS

Any Italian subject possessing the required qualifications and giving adequate guarantees concerning his moral, intellectual and financial status, may obtain permission to open a private school.

In order to receive recognition and aid such a school must conform with the regulations and curricula in force in public schools and pay its staff similar salaries to those paid in public schools.

A further condition of recognition is that the school's existence must be deemed necessary. Recognition takes the form of an agreement between the government and the person or persons responsible for the school, and the school becomes known as a *scuola elementare parificata* (recognised primary school).



## JAPAN

From the reply sent by the Ministry of Education

## SALARIES

Teachers in the primary schools established by the government of Japan rank as national public officials, those in the schools established by the prefectures or other public bodies as local public officials of such bodies, and those in private schools as non-officials.

As on 1st May, 1952, 1467 teachers ranked as national public officials, 320,002 as local public officials, and 1104 as non-officials.

The guarantees of tenure of national and local public teachers are incorporated in a contract of service drawn up in accordance with the national and local public service laws.

National public teachers are paid by the State, local public teachers by the prefectural governments. From 1953 onwards, however, half the salary of local public teachers is to be paid by the State, in accordance with a special law.

The prefectural governments are authorized to fix the salaries of local public teachers in accordance with prefectural laws. They are statutorily required, however, to maintain a certain balance between such salaries and those paid to national public teachers. These two groups of teachers are therefore on comparable salary scales, although not on one uniform scale.

SALARY SCALE\* OF NATIONAL PUBLIC OFFICIALS  
(in yen per month)

Grade	Salaries										
	1	2	3	4	5	6	7	8	9	10	11
1 . .	3,600	3,700	3,800	3,900	4,000	4,100					
2 . .	3,800	3,900	4,000	4,100	4,200	4,300	4,400				
3 . .	4,200	4,300	4,400	4,500	4,600	4,750	4,900				
4 . .	4,600	4,750	4,900	5,050	5,200	5,350	5,500				
5 . .	5,200	5,350	5,500	5,700	5,900	6,100	6,300	6,500	6,700	6,900	
6 . .	6,500	6,700	6,900	7,100	7,300	7,550	7,800	8,050	8,300	8,600	8,900
7 . .	7,800	8,050	8,300	8,600	8,900	9,250	9,600	9,950	10,300	10,650	
8 . .	9,250	9,600	9,950	10,300	10,650	11,000	11,400	11,800	12,200	12,600	
9 . .	11,000	11,400	11,800	12,200	12,600	13,000	13,500	14,000	14,500	15,000	
10 . .	13,500	14,000	14,500	15,000	15,500	16,000	16,600	17,200			
11 . .	16,600	17,200	17,800	18,400	19,000	19,600					
12 . .	19,600	20,400	21,200	22,000	22,800	23,600					
13 . .	23,600	24,400	25,200	26,200	27,200	28,200					
14 . .	23,200	29,200	30,300	31,400	32,500	33,600					
15 . .	37,300	41,200	45,500	50,000							

\* Transversal lines separate three groups of promotion intervals: promotion occurs every six months in the upper group, every nine months in the middle group, and every twelve months in the lower group.

The salary scale of national public teachers is given on the preceding page. So far as the local public teachers are concerned, in primary schools established by the prefectures or other public bodies, their salary (as of 31 January, 1952) amounts to 10,118 yen, family allowance to 656 yen, and service place allowance to 751 yen, per month.

Salaries do not vary according to category of school, except in the case of special schools, where they are slightly higher.

Pupil-teachers and probationers are not remunerated.

Promotion is based on academic qualifications and length of service. A teacher, for example, who is a new-system university graduate attains his maximum salary after twenty-six years' service.

The distribution of local public teachers by salary in 1952 was as follows :

#### DISTRIBUTION OF LOCAL PUBLIC TEACHERS BY SALARY (1952)

Monthly Salary (in yen)	Number of Teachers
4,000 to 6,000	26,775
6,000 to 8,000	96,869
8,000 to 10,000	70,058
10,000 to 12,000	39,221
12,000 to 14,000	19,837
14,000 to 16,000	20,307
16,000 to 18,000	22,929
18,000 to 20,000	13,872
20,000 to 22,000	6,383
22,000 to 24,000	3,673
24,000 to 26,000	783
26,000 to 28,000	209

#### ALLOWANCES

Teachers receive the following supplementary payments : (a) family allowances ; (b) local service allowances, varying in amount with local cost of living ; (c) allowances for day duty and night duty ; (d) semi-annual allowances ; (e) cold-area service allowances ; (f) coal allowances ; (g) special duty allowances (in remote places, for example) ; (h) retirement allowances ; (i) indemnity for injury arising in the course of duty.

Statutory provision is made for allowances in kind. Teachers also sometimes receive a lodging allowance and an allowance for research expenses.

All allowances are paid by the salary-paying authority.

#### ADDITIONAL SALARIED ACTIVITIES

There is no objection to teachers assuming additional paid or unpaid official activities of an educational nature, such as teaching evening classes, provided their supervisor does not deem them prejudicial to their ordinary work.

They are not as a rule allowed to accept additional official functions of an administrative character. This ruling may be waived, however, if the supervisor agrees.

There is no objection to teachers assuming additional private activities of an educational nature, provided their supervisor approves. Private

activities other than those of an educational nature are not generally approved, failing special authorization.

### HOURS

National public teachers are required to work forty-two hours a week. Local public teachers work in accordance with time-tables fixed by the prefectural governments, but their hours are almost the same as those of their national public colleagues.

Teachers are not statutorily required to be in school before the arrival and after the departure of the pupils.

No regulations exist concerning the time teachers should devote to preparation of lessons and correction of homework.

National public teachers have twenty days' fully paid furlough a year.

### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

Public primary teachers are compulsorily members of the statutorily established "Primary School Mutual Aid Association". The scheme is managed by the legal entity entitled the "Public School Mutual Aid Association".

In this connection the term "public primary teachers" applies to national public teachers, and local public teachers in service before 11th January, 1949. Other arrangements are being made for local public teachers engaged after this date.

Statutory provision is made for an ordinary pension, a supplementary pension, disability and sickness pension, and dependents' pension (paid to the family in the event of death). Teachers or their dependents may also receive a lump sum.

Teachers are entitled to a lump sum after a minimum of three years' service, an ordinary pension after seventeen years' service, and a supplementary pension (together with an ordinary pension) and a disability and sickness pension in the event of their retirement on account of disability or sickness arising in the course of duty. Payment of such pensions, however, is not made during a period in which teachers are receiving an indemnity under the system of indemnity in public service.

Teachers must be over forty years of age to be entitled to an ordinary pension. Those between forty and forty-five years of age receive 50% of full ordinary pension, those between forty-five and fifty 70%, and those over fifty full ordinary pension. Full ordinary pension is calculated as follows:

$$P = S \times \frac{50 + (N - 17)}{150}$$

P = Full ordinary pension

S = Amount of salary at time of retirement

N = Number of years' service

Teachers' contributions to the fund amount to 2% of average salary, deducted at source.

For sickness or disability incurred in the course of duty teachers are indemnified under the system of indemnity in public service or by



## NEW ZEALAND

From the reply sent by the Ministry of Education

### SALARIES

Primary school teachers are employed by "District Education Boards" of which there are nine. A teacher on appointment to a permanent position in a public elementary school may remain in that position indefinitely, unless his conduct or his teaching efficiency is unsatisfactory. If he is dismissed on either of those grounds, he has a right of appeal to a "Teachers' Court of Appeal", consisting of a magistrate, a representative of the employing Board and a representative of the Association of Elementary Teachers.

If the salary attachable to a position either rises or falls, the teacher may be retained in that position or given notice that he will be transferred to another position in which is payable the same salary as that which he is receiving. In making an appointment to a vacant position, the Education Boards are required to consider a teacher who has been given notice of transfer in the circumstances stated above.

Teachers are paid by the Education Boards, who receive grants made by the Education Department from government funds for this purpose.

The uniform scales of salaries applying in all districts, are as follows :

#### ANNUAL SALARY SCALES APPLYING IN ALL DISTRICTS (in £ sterling)

Category	Salaries		Annual Increments
	Minimum	Maximum	
Certificated assistants (men) . .	455	760	30 & one of 35
Certificated assistants (women).	390	700	30 & one of 35
Headteachers and teachers in sole charge schools :			
Grade I . . . . .	290	290	30 & one of 35
Grade II . . . . .	545	790	30 & one of 35
Grade III . . . . .	545	790	30
Grade IV . . . . .	730	880	30
Grade V . . . . .	850	1030	30
Grade VI . . . . .	850	1030	30
Grade VII . . . . .	1000	1090	30

In addition to these scales, salaries ranging from £670 to £880 are paid to those assistant teachers holding positions with increased responsibility.

All teachers of Grade I and II, and some of Grade III, are in sole charge schools.

Training college students receive an allowance of £210/325 per annum if under 21 years of age. Men over 21 receive £395/425 p.a. and women

over 21 £300/325 p.a. Probationary assistants receive £325 p.a. if under 21 years of age. If 21 or more, men receive £425 p.a. A married man receives £47½ p.a. in addition to these rates.

In order to gain promotion, teachers apply for advertised vacancies in any district. From the applications received the Education Board selects the best qualified teachers according to a numerical grading scheme.

The maximum scale rate for assistants is reached after ten years' teaching service.

The following shows the number of positions for head and sole teachers in public primary schools :

Grade	Men	Women	Total
I. . . . .	14	24	38
II . . . . .	379	45	424
III . . . . .	516	96	612
IV . . . . .	358	7	365
V . . . . .	144	—	144
VI . . . . .	107	—	107
VII . . . . .	133	—	133
Total	1651	172	1823

The number of assistant teachers (at December, 1951) in permanent positions in public primary schools is as follows :

	Men	Women	Total
Assistants . . . . .	1696	3071	4767
Probationary . . . . .	468	533	1001
Totals	2164	3604	5768

In addition, there are 667 positions which are filled by 181 male and 486 female relieving teachers pending appointments of permanent teachers.

#### ALLOWANCES

Married male teachers and widowers and widows with dependent children receive additional salary at the rate of £57½ p.a. Assistants receive £20/60 p.a. if they hold recognised degrees and other academic qualifications. Teachers relieving away from their usual place of residence receive travelling expenses and a boarding allowance at the rate of £69 p.a. All these additional payments are made in cash and are paid by the employing Education Board.

Teachers who have been in the same school for three years and who secure higher appointments in other localities, receive payment of removal expenses up to £80. (For public servants, removal expenses are paid in full regardless of the time spent in a position).

#### ADDITIONAL SALARIED ACTIVITIES

Teachers may be appointed as part-time teachers of evening continuation classes and receive payment usually at overtime rates.

In general, teachers cannot undertake functions of an administrative character or undertake private work without the permission of their employing authority. If a teacher is elected as a member of parliament,

the Public School Mutual Aid Association. In accordance with the labour standard law the allowance for absence amounts to 60% of average salary. The indemnity for disability is according to grade. Such indemnities are paid by the State or the public services.

Teachers' widows and orphans are eligible for pension.

Inasmuch as national and local public teachers on retirement receive allowances higher than those awardable under the unemployment law, they are not eligible for the latter allowances.

#### FOREIGN TEACHERS

The need does not as a rule arise to employ foreign nationals as teachers in the national and local public primary schools, and they are therefore not eligible for such posts.

#### PRIVATE SCHOOLS

The labour standard law generally applies to teachers in private schools. Such schools are subsidized by the State.



## LAOS

From the reply sent by the Ministry of National Education

### SALARIES

Public primary teachers in Laos, men and women, are State officials or agents. Each of their staff gradings has its own conditions of service, promulgated by royal decree.

Their salaries are paid by the State.

Men and women have the same conditions of service.

A salary scale, uniform throughout the country, exists, as follows :

#### SCALE OF ANNUAL SALARIES (in piastres)

##### (a) *Primary Inspectors*

	Salary
Chief Inspector, 1st class . . . . .	66,400
Chief Inspector, 2nd class . . . . .	60,000
Chief Inspector, 3rd class . . . . .	54,000
Inspector, 1st class . . . . .	49,000
Inspector, 2nd class . . . . .	43,300
Inspector, 3rd class . . . . .	37,500

##### (b) *Secondary Teachers in Primary Schools*

	Salary
Principal, hors class . . . . .	52,300
Principal, special class . . . . .	49,000
Principal, 1st class, after 3 years . . . . .	45,700
Principal, 1st class, before 3 years . . . . .	42,900
Principal, 2nd class . . . . .	39,600
Principal, 3rd class . . . . .	36,300
1st class . . . . .	33,400
2nd class . . . . .	30,100
3rd class . . . . .	26,900
Supply . . . . .	23,900

##### (c) *Public Primary School Teachers (Men and Women)*

	Salary
Principal, hors classe, after 2 years . . . . .	34,200
Principal, hors classe, before 2 years . . . . .	32,200
Principal, 1st class . . . . .	30,100
Principal, 2nd class . . . . .	28,200
Principal, 3rd class . . . . .	26,100
1st class . . . . .	24,400

	Salary
2nd class . . . . .	23,300
3rd class . . . . .	22,500
4th class . . . . .	21,700
5th class . . . . .	21,000
6th class . . . . .	20,200
Supply . . . . .	18,800

(d) *Auxiliary Primary Teachers (Men and Women)*

	Salary
Principal, hors classe, after 2 years . . . . .	29,300
Principal, hors classe, before 2 years . . . . .	27,700
Principal, 1st class . . . . .	26,100
Principal, 2nd class . . . . .	24,800
Principal, 3rd class . . . . .	23,600
1st class . . . . .	22,300
2nd class . . . . .	21,100
3rd class . . . . .	20,100
4th class . . . . .	19,100
5th class . . . . .	18,200
6th class . . . . .	17,300
Supply . . . . .	15,800

(e) *Village School Teachers (Men and Women)*

	Salary
Principal, hors classe, after 2 years at B-11 grade . . . . .	10,080
Principal, hors classe, before 2 years at B-10 grade . . . . .	9,720
Principal, 1st class, B-9 grade . . . . .	9,360
Principal, 2nd class, B-8 grade . . . . .	9,000
Principal, 3rd class, B-7 grade . . . . .	8,760
1st class, B-6 grade . . . . .	8,520
2nd class, B-5 grade . . . . .	8,160
3rd class, B-4 grade . . . . .	7,800
4th class, B-3 grade . . . . .	7,440
5th class, B-2 grade . . . . .	7,200
6th class, B-1 grade . . . . .	6,960
Pupil-teacher, C-1 grade . . . . .	5,700

Promotion is made on the basis of two-thirds by selection and one-third by seniority.

Inspectors, secondary teachers, and men and women primary teachers attain their maximum salary in practice after twenty-six years' service.

The distribution of teachers according to salary gradings is as follows :

Category	Number	Partial %	Total %
Primary Inspectors . . . . .	0	0	0
Secondary Teachers . . . . .	2	—	0.17
Primary Teachers (Men) . . . . .	81	7.20	7.75
Primary Teachers (Women) . . . . .	6	0.53	
Auxiliary Teachers (Men) . . . . .	543	48.30	54.36
Auxiliary Teachers (Women) . . . . .	67	5.97	
Village Teachers (Men) . . . . .	404	36.18	37.87
Village Teachers (Women) . . . . .	21	1.87	

## ALLOWANCES

Teachers are entitled to residential and family allowances and educational bonuses.

Such allowances are paid by the State.

No allowances may be made in kind except in the case of foreigners.

The cost of transfer on service is refunded by the State.

The children of public primary teachers are admitted free into the public schools, and pay only half the fee for books. Children from large families are sometimes granted a full or half scholarship if their work is satisfactory.

Except for the reduction in the fee for books, all officials are given the above allowances.

## ADDITIONAL SALARIED ACTIVITIES

Men and women primary teachers are allowed to combine their ordinary teaching post with (a) other posts in official education for which they are qualified (continuation and evening classes, etc.); (b) other official posts (primary inspector, directory of school groupings, secretary of the Ministry of National Education, headmaster, etc.), provided they retain the title of primary teacher; (c) private salaried activities (private lessons, publication of textbooks, etc.), provided they fall outside regulation class hours.

Representation of commercial enterprises is not allowed.

## HOURS

Primary teachers are required by law to work thirty hours a week.

They are required to be present at school a quarter of an hour before and after the class hours, in order to supervise the arrival and departure of the pupils.

No regulations exist concerning the time that should be devoted to preparation of lessons and correction of homework, but teachers are expected to fulfil such duties outside class hours.

Excluding the weekly holidays, teachers have ninety-seven days' holiday a year. This total is composed of seventy five days' summer vacation, and twenty-two days for public holidays, festivals, etc.

All these holidays are fully paid.

## PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

Only one system, the *Caisse nationale des Pensions civiles* (national civil pensions fund), is recognised by law. It is administered by the State.

A member of public education staff is entitled to (a) a proportional pension after twenty years' service, and (b) service pension after thirty years' service and attainment of 55 years of age.



he has to resign his position as a teacher, but he retains certain privileges in relation to his membership of the "Government Superannuation Fund", should he return to teaching.

### HOURS

The Education Act requires schools to be open at least twenty hours per week, but in practice the schools are open for twenty-five hours per week. Each Education Board makes by-laws concerning the hours of attendance of teachers and these by-laws usually require the teacher to be in attendance at the school before the time set down for opening the school and until all the children have left the premises in the afternoon.

There are no legislative regulations concerning the time a teacher must spend on preparation of lessons, correction of homework, or on other activities.

Elementary school teachers usually have two weeks' leave during each of the months of May and August, followed by six weeks' leave commencing towards the end of December and ending on 31st January. In addition, they have holidays on Easter Monday, Easter Tuesday, Good Friday, Anzac Day, the Birthday of the Sovereign, Labour Day, and the Anniversary Day of the province, when it falls on a school day. All holidays are fully paid.

### PENSION, ILLNESS, DISABILITY, UNEMPLOYMENT

Teachers, in common with other members of the community, are required to contribute to the "National Social Security Fund" administered by the Government, and thus become eligible for national superannuation, medical and other benefits. In addition, teachers' organisations sponsor group insurance schemes with private companies.

To become entitled to a pension, teachers must contribute to the Government Superannuation Fund, membership of which is optional.

Men qualify for retirement ordinarily at 65 years of age, or after forty years' contributory service, provided they are also at least 60 years of age. Those who have been continuously employed in the government service since before 1st January, 1946, however, may retire at 40 years service, irrespective of age.

Women are eligible to retire at 55 years of age or on completion of 30 years' contributory service.

In addition to the above, the Government Superannuation Board, with the consent of the Minister of Education, may grant an allowance to :

- (a) a male contributor whose age is not less than 60 years ; and whose length of contributory service is not less than 30 years ;
- (b) a male contributor whose age is not less man 55 years, and whose length of contributory service is not less man 30 years ;
- (c) a male contributor whose length of contributory service is not less than 35 years ; or

- (d) a female contributor whose age ist not less than 50 years.

Where the Government Superannuation Board grants allowances under this provision, it may impose such terms or conditions as it thinks fit. Generally, these take the form of an annual deduction from the contributors' normal annuity.

Provision is also made for retirement on grounds of permanent medical unfitness, no age or service qualifications being required before a contributor can apply for an allowance under this heading.

For all who join the Government Superannuation Fund on or after 1st January, 1946, retiring allowances are calculated on the following formula :

$$\frac{\text{Years of superannuation service} \times \text{average salary for last 5 years}}{60}$$

plus a subsidy of an equal amount within the following limitations :

(a) the subsidy to be not less than £3.15.0d for each year of superannuation service ;

(b) the subsidy to be not more than £300.

Those who were members of the fund before January 1st, 1946, may have their allowances calculated by the following method (which was the one in use before 1st January, 1946) if that would be to their advantage :

$$\frac{\text{Years of superannuation service (up to 40)} \times \text{average salary for last 3 years}}{60}$$

Contributors who joined the fund after 24th December, 1909, and before 1st January, 1946, were subject to an annuity limit of £300 ; that is the most they can receive by this second formula.

Rate of contribution to the fund is determined by age at the commencement of contributory service according to the following table :

Age	Contribution
Under 30 years of age . . . . .	5% of salary
30-34 years of age . . . . .	6% of salary
35-39 years of age . . . . .	7% of salary
40-44 years of age . . . . .	8% of salary
45-49 years of age . . . . .	9% of salary
50 & over . . . . .	10% of salary

Contributions are deducted from salary as it becomes payable from time to time.

Sick leave on full pay is granted according to the following schedule :

Length of Service	Leave on Full Pay days
Under 3 months . . . . .	7
Over 3 months and under 6 months . . .	14
Over 6 months and under 9 months . . .	31
Over 9 months and under 5 years . . . .	46
Over 5 years and under 10 years . . . .	92
Over 10 years and under 20 years . . . .	154
Over 20 years and under 30 years . . . .	229
Over 30 years and over . . . . .	306

Teachers who suffer illness or injury through the conditions of their employment are granted leave on full pay in addition to the above. These concessions are not part of a sick benefit scheme and no deposits or payment are required from the teachers.

The widow of a contributor, whether he dies before or after becoming entitled to a retiring allowance may elect to accept either :

(a) A refund of her late husband's contributions less any amounts her husband may have received from the fund ; or

(b) An annual allowance of one-half of the annuity her late husband was receiving or would have received had he retired medically unfit on the day of his death, with a maximum of £300 per annum.

Irrespective of whether the widow accepts a refund of her late husband's contributions or an annuity, a deceased contributor's children are entitled to annuities of £26 each until they reach sixteen years of age. The Government Superannuation Board may grant an extension until the end of the year in which the child reaches eighteen years of age, if the allowance is to assist in the child's further education. Similarly, if a child is physically or mentally incapacitated from earning a living, the Board may continue the allowance for such period as the Board thinks fit.

There is no unemployment insurance scheme but teachers who would otherwise be unemployed may be appointed to supernumerary positions at reduced rates of salary pending appointment to vacancy.

#### FOREIGN TEACHERS

If qualified and considered suitable, nationals from other countries are admitted as teachers. The conditions of work, salary, etc., are the same as for nationals of New Zealand.

#### PRIVATE SCHOOLS

Although private schools must conform to a standard of efficiency to qualify for registration with the Education Department, the conditions governing employment of their teachers are not the concern of the State, and such schools are not subsidized by the State.



## NORWAY

From the reply sent by the Ministry of Religions and Education

### SALARIES

Public primary teachers in Norway rank as municipal employees. Their salaries are paid by the communes. The government makes grants to the communes amounting generally to 55%, in some cases to 85%, and in the towns to between 30% and 35%, of the total of such salaries.

Such salaries, moreover, are based on a salary scale which is uniform throughout the country, and which is in turn based on the total of teaching hours per annum. This scale is reproduced on the following page, and gives the salaries of the four categories of teachers. In addition to salary all teachers receive a cost-of-living allowance amounting at the present time to 2700 crowns a year.

There are three two-yearly increments.

### ALLOWANCES

The majority of the communes (chiefly the urban ones) grant primary teachers supplementary allowances. In Oslo, for example, these allowances amount to 1800 crowns a year. Primary teachers are not entitled to free living accommodation.

Rural primary teachers obliged to travel over six kilometres to school are entitled to a travelling allowance, which is fixed in accordance with a special scale.

### ADDITIONAL SALARIED ACTIVITIES

Primary teachers are permitted to accept any additional official or private post provided their ordinary work does not suffer in consequence.

### HOURS

Teachers (mostly mistresses) in the schools (*Småskolen*) for children from seven to ten years of age, are required to work five hours a day, while those (mostly men) in the schools (*Storskolen*) for children from ten to fourteen, are required to work six hours a day. Women primary teachers thus as a rule work thirty hours a week and the men thirty-six.

Primary teachers are required to arrive at school shortly before lessons begin, to supervise the arrival of the pupils.

Primary teachers are free to arrange in the way that suits them best whatever work they may have to do at home.

## ANNUAL SALARY SCALE

Annual Teaching Hours (Pupils 10-14)				Salary (in Crowns)			
A	B	C	D	Com- mencing	With 1st increment	With 2nd increment	With 3rd increment
—	—	—	1099	5500	—	—	—
—	—	1039	1100-1119	5550	6050	6650	7250
—	—	1040-1059	1120-1139	5700	6200	6800	7400
—	—	1060-1079	1140-1159	5850	6350	6950	7550
—	—	1080-1099	1160-1179	6000	6500	7100	7700
—	1039	1100-1119	1180-1199	6050	6650	7250	7850
—	1040-1059	1120-1139	1200-1219	6200	6800	7400	8000
—	1060-1079	1140-1159	1220-1239	6350	6950	7550	8150
—	1080-1099	1160-1179	1240-1259	6500	7100	7700	8300
1039	1100-1119	1180-1199	1260-1279	6650	7250	7850	8450
1040-1059	1120-1139	1200-1219	1280-1299	6800	7400	8000	8600
1060-1079	1140-1159	1220-1239	1300-1319	6950	7550	8150	8750
1080-1099	1160-1179	1240-1259	1320-1339	7100	7700	8300	8900
1100-1119	1180-1199	1260-1279	1340-1359	7250	7850	8450	9050
1120-1139	1200-1219	1280-1299	1360-1379	7400	8000	8600	9200
1140-1159	1220-1239	1300-1319	1380-1399	7550	8150	8750	9350
1160-1179	1240-1259	1320-1339	1400-1420	7700	8300	8900	9500
1180-1199	1260-1279	1340-1359	—	7850	8450	9050	9750
1200-1219	1280-1299	1360-1379	—	8000	8600	9200	9900
1220-1239	1300-1319	1380-1399	—	8150	8750	9350	10050
1240-1259	1320-1339	1400-1420	—	8300	8900	9500	10200
1260-1279	1340-1359	—	—	—	—	—	10450
1280-1299	1360-1379	—	—	—	—	—	10600
1300-1319	1380-1399	—	—	—	—	—	10750
1320-1339	1400-1420	—	—	—	—	—	10900
1340-1359	—	—	—	—	—	—	11150
1360-1379	—	—	—	—	—	—	11300
1380-1399	—	—	—	—	—	—	11450
1400-1420	—	—	—	—	—	—	11600

A = Primary teachers with university training and a minimum of twelve years' service.

B = Primary teachers with university training or a minimum of twelve years' service.

C = Primary teachers.

D = Pupil-teachers.

Urban schools are open for a maximum of thirty-nine weeks a year. Children attend the rural schools every other day, and these schools are open as a rule from thirty-two to forty weeks a year.

As will be seen from the scale of salaries, salaries are based on the annual average total of teaching hours, and are paid monthly.

## PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

In common with other officials, men and women primary teachers are entitled to retire on pension at the ages of sixty-seven and sixty-two respectively, or to remain in service until the ages of seventy and sixty-five respectively.

Retirement pension varies in amount according to length of service. After thirty years' service, it amounts to approximately 66% of salary.

All officials are entitled to a pension in the event of illness or disability, irrespective of length of service.

Primary teachers are entitled to three months' sick leave on full pay.

For their pension and sickness insurance rights primary teachers contribute 10% of salary to the communal provident fund and 2% to the replacement fund.

Widows are entitled to 60% of the pension which the deceased husband would have received if he had lived until the age of seventy.

#### FOREIGN TEACHERS

Foreign nationals are allowed to teach in the public schools as supply teachers or if engaged on an individual contract. They receive the same salary as Norwegian nationals.

#### PRIVATE SCHOOLS

No regulations exist concerning the salaries of teachers in private schools. Very few of such schools are primary schools, and none of them are subsidized by the government.



## PAKISTAN

From the reply sent by the Ministry of Education

### Baluchistan

#### SALARIES

Men and women primary teachers in Baluchistan are officials of the province. Their conditions of service are laid down in "The Fundamental Rules". Their salaries are paid by the state and the bodies concerned.

Their scales of pay are uniform throughout the province. Commencing salary is Rs. 60 a month, rising to Rs. 100 a month by ten annual increments of Rs. 4 a month, and then to Rs. 120 a month by four annual increments of Rs. 5 a month. The maximum salary is thus reached in fourteen years.

These scales apply to men and women teachers in public primary schools, to teachers in infant schools, and to the men and women who direct these schools. Pupil-teaching is unpaid. Promotion is based on years of service.

Of the posts in public primary schools, 85% are occupied by men and 15% by women.

#### ALLOWANCES

The only allowance granted is a cost-of-living allowance. It amounts to a minimum of Rs. 30 per month. It is paid by the same authorities as salary. Free education is granted to the children of teachers. Liberal travelling allowances are granted to teachers and their families once every two years; all government officials benefit from such allowances.

#### ADDITIONAL SALARIED ACTIVITIES

Teachers are not allowed to combine their function with any other official function, educational or administrative.

They may undertake private tuition or publish textbooks provided such activities do not interfere with the efficient discharge of their official duties.

#### HOURS

Primary teachers are statutorily required to work sixteen to twenty-four hours a week, and to be in school five minutes before the arrival of pupils and five minutes after their departure.

There are no statutory provisions concerning the time teachers should devote to the preparation of lessons or correction of homework.

Public primary teachers are entitled to two months' vacation each year and forty-one days in addition. All such holidays are fully paid.

#### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

A compulsory system of insurance for government officials is under preparation by the government of Pakistan. It will be administered by the states.

Public primary teachers are entitled to a pension amounting to half their salary, at fifty-five years of age and after twenty-five to thirty years' substantive service.

Teachers are entitled to sick pay and leave on presentation of a certificate from a recognised medical authority indicating the nature of their illness and probable date of their complete recovery. Sick pay amounts to half of salary, and a maximum of one year's sick leave is granted throughout the period of service.

Teachers contracting protracted and chronic illnesses are granted special facilities.

#### FOREIGN TEACHERS

Foreigners may be admitted to teach in the public and private schools, under the same conditions of service as nationals.

### East Bengal

#### SALARIES

Primary teachers in East Bengal are considered to be employees of the "District School Boards", "Local Boards", and the "Municipalities", and their salaries are paid by these bodies.

There are altogether 17 districts in the province of East Bengal. Of these 17 districts, 15 have District School Boards, which are statutory local bodies, to take entire charge of primary education in the rural areas. These bodies are subsidised by the government of East Bengal. The salary scale for rural primary teachers is uniform throughout the 15 districts under District School Boards.

Primary schools in the rural areas of the other two districts are vested in the hands of local bodies known as "Local Boards" in the district of Sylhet, and as "Board of Education" in the Chittagong Hill Tracts. There is no fixed scale of pay for these schools, but their rate of pay varies roughly from Rs. 10 to Rs. 15 per month.

The administration of primary schools in the urban areas of all districts is vested in local statutory bodies known as "Municipalities" and "Municipal Boards". The salary scales are in this case not uniform throughout the province. The rate ranges from Rs. 20 to Rs. 30 per month.

There is no separate scale of pay for teachers in infant schools. They are paid at the same rate as teachers under the District School Boards.

There is no system of promotion or any graded scale of pay in the non-compulsory primary schools under District School Boards.

### MONTHLY SALARY SCALE (in rupees)

#### *Compulsory primary Schools under Direct Control of Government*

Category	Salary		Increment
	Minimum	Maximum	
Head teacher (trained matriculate and above) . . . . .	45	60	1
Assistant teacher (trained matriculate) . . . . .	40	50	1
Assistant teacher (trained non-matriculate or untrained matriculate) . . . . .	30	45	1

#### *Non-compulsory Primary Schools under District School Board*

Category	Salary
Head teacher (trained matriculate) . . . . .	29
Assistant teacher (trained matriculate) . . . . .	27
Head teacher (trained non-matriculate or untrained matriculate) . . . . .	21/8/-
Assistant teacher (trained non-matriculate or untrained matriculate) . . . . .	20/8/-
Assistant teacher (untrained non-matriculate, special test passed) . . . . .	16/8/-
Assistant teacher (untrained non-matriculate) . . . . .	11/8/-

### ALLOWANCES

Primary teachers are entitled to a cost-of-living allowance of Rs. 5½ per month, of which Rs. 3 is paid by the government and the remainder by local authorities such as the District School Boards.

Teachers in schools entirely managed by Municipalities are entitled to a higher cost-of-living allowance, the minimum rate being Rs. 20 per month. They are not entitled to free lodging and board, but are generally provided with them by the local population, either gratis, or in return for some service such as coaching children.

### ADDITIONAL SALARIED ACTIVITIES

Primary teachers may not combine their function as teacher with other official educational functions.

With the requisite permission, teachers are eligible for election as members of local bodies.

If specially permitted, they may engage in private remunerative activities.

### HOURS

Primary teachers are statutorily required to work sixteen to twenty-one hours a week. There is no statutory rule requiring them to be in school before the arrival or after the departure of their pupils. There



is no statutory provision as to the amount of time they should spend on preparation of lessons or correction.

Teachers have seventy-five days of leave a year, fully paid.

#### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

No official pensions or insurance scheme of any kind exists.

#### FOREIGN TEACHERS

Foreign teachers are admitted to private primary schools and to schools managed by the various local bodies mentioned. Their conditions of service are the same as those of nationals.

#### PRIVATE SCHOOLS

Most of the schools in East Bengal are public primary schools. No precise data is available on the few private schools that exist.

### Karachi Federal Area

#### SALARIES

Public primary teachers in Karachi Federal Area rank as state officials. The clauses, duration, guarantees, etc., of their engagement are given in the "Central Civil Service Regulations".

Their salaries are paid by the state.

The scale of salaries does not differentiate between men and women teachers, and is established by the Ministry of Finance.

#### MONTHLY SALARY SCALE (in rupees)

Categories of Primary Teachers	Salaries		Increment
	Minimum	Maximum	
Trained matriculates :			
Commencement of service . . . . .	75	100	5
After passing efficiency bar . . . . .	100	180	5
On reaching selection grade . . . . .	180	250	10
Untrained matriculates :			
Commencement of service . . . . .	60	100	4
After passing efficiency bar . . . . .	100	120	5
Trained non-matriculates :			
Commencement of service . . . . .	60	100	4
After passing efficiency bar . . . . .	100	120	5
Untrained non-matriculates :			
Commencement of service . . . . .	50	60	2
After passing efficiency bar . . . . .	60	100	4

Promotion is made on the basis of seniority and merit.

### ALLOWANCES

Public primary teachers with salaries from Rs. 50 to Rs. 100 per month are entitled to the following supplementary payments: (a) a cost-of-living allowance of Rs. 3 per month; (b) a lodging allowance of Rs. 8 per month; (c) a conveyance allowance of Rs. 5 per month.

Such payments are made by the same authority as the salary.

Teachers, like all other state officials, are granted travelling allowance for themselves and their family from their place of duty to their home, once every two years on leave other than casual or extraordinary leave.

As education at the primary stage is free, the questions of facilities for children's education does not arise.

### ADDITIONAL SALARIED ACTIVITIES

Subject to the prior permission of the Department, teachers may combine their ordinary teaching duties with other official educational activities, or with private remunerative activities such as coaching, publication of textbooks, etc.

### HOURS

The "Educational Code" requires twenty-four hours' attendance a week (including recess) of teachers.

There is no statutory provision in the matter, but the headmaster at his discretion may ask teachers to cooperate in supervising the arrival and departure of pupils.

There is no legislative provision in respect of the time teachers should spend on preparation of lessons and correction, but the headmaster is expected to keep a check on teachers' work, and such matters are taken into account at the time of annual increment or promotion.

Teachers on the vocational staff are not allowed any leave other than casual leave at the rate of 20 days a year. They may avail themselves, however, of medical leave on half average pay at the rate of fifteen days after completion of each year's service.

All normal holidays are fully paid.

### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

The law now in force does not envisage a system of compulsory saving or insurance, but like all government servants teachers can contribute to the "General Provident Fund".

Public primary teachers may retire on pension on completion of thirty years of approved service or attainment of the age of fifty-five. On completion of twenty-five or more years of service the pension is granted at the rate of half the salary; in other cases it is proportionate to the years of service. No sick or disability pay is granted.

In the case of the death of a serving teacher, his widow and children are granted a compensatory gratuity amounting to about a month's pay for every completed year of service.

No unemployment allowances are made.

### FOREIGN TEACHERS

No foreign teachers are at present employed as public primary teachers in the Karachi Federal Area, as the medium of instruction is the vernacular.

There is no bar to the employment of persons from other provinces of Pakistan, but preference is given to local candidates.

### PRIVATE SCHOOLS

The rules of service for government schools serve as a model private schools as well. There may be slight modifications, however, in the rules concerning promotion and increments, leave, duration of working hours, etc. In private schools a provident fund takes the place of a pension scheme.

## North West Frontier Province

### SALARIES

Public primary teachers in North West Frontier Province rank as provincial officials. They are not appointed on a contract basis, but their employment is assured until the age of fifty-five. They are paid through the Education Department from provincial revenues.

Salary scales exist which are uniform throughout the province, and are the same for both men and women teachers. The commencing salary is Rs. 40 per month, increasing by annual increments of Rs. 2 per month to a maximum, reached in 20 years, of Rs. 80 per month. Promotion is on the basis of seniority.

### ALLOWANCES

Teachers receive no special payments except a cost-of-living allowance the rate of which is sanctioned by the provincial government from time to time.

### ADDITIONAL SALARIED ACTIVITIES

Public primary teachers may not combine their ordinary teaching duties with other official educational or administrative duties. With the formal approval of the Department, they may undertake certain private remunerative activities such as coaching.

### HOURS

Twenty-four to twenty-seven hours of attendance a week is required of public primary teachers. They are required, moreover, to be in school before the arrival and after the departure of the pupils. Statutory provisions exist concerning the time teachers should spend on preparation of lessons and correction.

Teachers are entitled to ten days casual leave a year, fully paid.



## PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

In common with other provincial officials, teachers are entitled to join the "General Provident Fund".

They are entitled to retire on pension at the age of fifty-five or after thirty years' service.

After not less than 10 years' service, teachers may retire on a pension amounting to one-sixtieth of average emoluments for each year of service up to twenty-four years, thereafter at the rate of one-half of average emoluments.

## FOREIGN TEACHERS

Foreign teachers are admitted to public and private schools provided they have the necessary qualifications. Persons from other provinces in Pakistan are also allowed to teach.

## PRIVATE SCHOOLS

Teachers in subsidised private schools are not entitled to a pension, but may avail themselves of the provident fund facilities.

## Punjab

## SALARIES

Primary schools in the Punjab are generally run by local bodies, i.e., "District Boards" in rural areas, and "Municipalities" in urban areas. Teachers working in these schools are therefore employees of these local bodies, and their salaries are paid by them.

The salary scale is the same for both men and women, and is as follows:

MONTHLY SALARY SCALE  
(in rupees)

Category	Salary		Increment
	Minimum	Maximum	
Junior vernacular teachers :			
Commencement of service . . . . .	50 *	80	3
After passing efficiency bar . . . . .	80 *	100	4
After passing efficiency bar . . . . .	100 **	160	6
Senior vernacular teachers :			
Commencement of service . . . . .	60 *	100	4
After passing efficiency bar . . . . .	105 *	140	7
After passing efficiency bar . . . . .	140 **	220	8
Untrained junior vernacular teachers with middle school certificate . . . . .			
	35	—	—
Untrained matriculates . . . . .			
	50	—	—

\* Covering 85 % of posts at this level.

\*\* Covering 15 % of posts at this level.

There is no special scale for primary headmasters and headmistresses. Regular teachers are first employed on probation for about a year, after which their appointment is confirmed if their work is approved.

As there is only one scale of salary, the question of promotion does not arise, but specially good workers can be encouraged by granting them special increments.

#### ALLOWANCES

Teachers are paid a cost-of-living allowance amounting to about 40% of salary and paid by the salary-paying authority.

A teacher whose pay does not exceed Rs. 100 per month is allowed exemption of tuition fees for one of his children, and half fees for the remaining children.

#### ADDITIONAL SALARIED ACTIVITIES

No statutory bar exists against teachers combining their ordinary teaching duties with other official educational duties. So far as administrative duties are concerned, a teacher in a village where there is no regular post office, is required to do the postal work and is remunerated for it.

With prior approval of the controlling authority, teachers may undertake private tuition and write textbooks.

#### HOURS

Teachers are statutorily required to do nineteen to twenty-two hours a week. They are also required to give some time to extramural activities after school time.

The number of holidays is forty-one days a year, in addition to three months' summer and spring vacation. Teachers are also allowed twenty days casual leave a year.

All holidays are fully paid.

#### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

Teachers are required to contribute to a provident fund at the rate of one anna per rupee of their pay. The managing body contributes an equal amount, and administers the scheme.

The compulsory retirement age is fifty-five. Sick leave is generally given on half pay up to eight months at a time.

#### FOREIGN TEACHERS

There is no statutory ban on foreign teachers working in public and private schools. Their conditions of service are the same as those of nationals.

#### PRIVATE SCHOOLS

To a greater or lesser extent private schools follow the same procedure as public schools.

## Sind

### SALARIES

Public primary teachers in Sind rank as provincial officials. They are governed by "Sind Civil Service Recruitment Rules", "S. P. E. Rules", and all other regulations applicable in the case of other government servants of the province.

Teachers' salaries are paid by the Educational Department of the province.

Primary education consists of three stages: pre-primary, primary, and post-primary, but there is a uniform salary scale for all three stages for all primary teachers throughout the province. Salaries vary according to academic qualifications, as follows:

#### ANNUAL SALARY SCALE (in rupees)

	Salary	Annual increment
Unqualified teacher . . . . .	420	
Qualified teacher . . . . .	480 to 960	20 × 24
Teacher with one year's training . .	600 to 1200	25 × 24
Teacher with two years' training . .	720 to 1440	20 × 36
Teacher with three years' training .	840 to 1680	14 × 60

### ALLOWANCES

Teachers are granted a cost-of-living allowance at the rate of Rs. 8 (pay below Rs. 40 per month), Rs. 9 (pay from Rs. 40 to Rs. 100 per month), and Rs. 8¾ (pay above Rs. 100 per month) per month.

In certain cases they are provided with rent-free quarters, or rent in lieu varying from Rs. 5 to Rs. 10 per month.

In the case of transfer on public grounds from one place to another, teachers are allowed travelling allowance, half railway fare, and road mileage, in accordance with the rules in force.

Women teachers only are granted exemption of school fees for their children.

All allowances are paid by the same authority as salary.

### ADDITIONAL SALARIED ACTIVITIES

Public primary teachers are not entitled to undertake additional official educational activities. In the interests of the schools special permission is in certain cases granted them to conduct evening classes.

Teachers, like other government servants, may not undertake additional official duties of an administrative character.

Teachers are allowed to undertake private remunerative activities provided they are of a social, moral and educational character and in no way interfere with the performance of their ordinary duties.



### HOURS

Teachers are statutorily required to do from seventeen to twenty-two hours per week. No time limits are imposed, but teachers are customarily required to come to school before their pupils arrive, and usually leave after they do.

No statutory provisions exist concerning the time teachers should devote to preparation of lessons or correction.

Teachers have seventy-seven fully paid days of leave a year.

### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

Contribution to the general provident fund administered by the government is not compulsory for teachers. The government assumed control of primary teachers with effect from 1st April, 1948, and they have been given the option to continue to remain on the provident fund constituted by the local authorities whose employees they were, or to come on the general provident fund of the government.

Teachers are entitled to a pension on attaining fifty-five years of age or on completion of 22 years' service. Such pension varies according to salary.

To be entitled to sick pay a teacher is required to produce a medical certificate from a recognised medical officer. The rate of such pay is not fixed, and varies with the amount of leave.

### FOREIGN TEACHERS

Foreign teachers are not admitted as public primary teachers, in view of the fact that the medium of instruction is the regional language, Sindhi.

## PANAMA

From the reply sent by the Ministry of Education <sup>1</sup>

### SALARIES

Public primary teachers in Panama rank as State officials. Their appointments are made permanent as soon as they become certificated. They may not be transferred without notice, except to a higher post or on account of misconduct. Their salaries are paid by the government.

Salaries vary according to qualifications and length of service. Increments are granted on satisfactory completion of each four years of continuous service.

#### MONTHLY SALARY SCALES

Qualifications	Commencing Salary Balboas	Increments Balboas
Graduation . . . . .	90	5
Rural normal school diploma . . .	75	3 ½
Uncertificated . . . . .	60	2 ½

In September, 1949, out of a total of 3296 public primary teachers, there were 1582 graduates, 124 holders of the rural normal school diploma, and 1590 uncertificated teachers.

### ALLOWANCES

Teachers have no special privileges.

### ADDITIONAL SALARIED ACTIVITIES

Primary teachers may take up any additional salaried activities provided they are compatible with their school time-table and not in any way prejudicial to the good name of the teaching profession.

### HOURS

Primary teachers work thirty-six hours per five-day week. They are also required to arrive at school fifteen minutes before lessons begin and to supervise the departure of the pupils.

They are expected to prepare their lessons conscientiously, but regulations do not specify the time to be spent on this part of their duties.

<sup>1</sup> Based on data available in 1950.

Their holidays comprise eight days in September, seven days at Christmas, and three months at the end of the school year, in addition to the public holidays (including the national day) when these fall on a school day.

During the three months of the long vacation, teachers are paid one-third of what they have earned during the preceding nine months. This holiday is thus fully paid, if teachers have been in continuous service previously.

#### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

There is no separate insurance scheme for teachers. Together with all other public employees and, in certain towns, all private employees, they belong to the semi-public, compulsory, State scheme. Contributions amount to 8% of salary and are shared equally by employer and employee.

Primary teachers who have completed twenty-eight years of service (twenty years if they are mentally or physically disabled), are entitled to a pension equal in amount to last salary.

Maternity leave of six months is granted on half pay.

Sick leave is granted on full pay up to one month and, if the need arises, this period may be extended, without pay, for a further three months.

#### FOREIGN TEACHERS

Foreign nationals may be appointed on contract to public primary schools, and their salary is equal in amount to that of Panama teachers. They are also allowed to teach in private schools, their conditions of service then being fixed by the headmasters concerned.

#### PRIVATE SCHOOLS

For appointment to posts in private primary schools, application must be made giving details of qualifications and proof of moral, professional and physical competence.

Two kinds of private schools exist in Panama: (a) the approved private schools, which follow the same curriculum as the public schools, and the certificates of which are recognised by the government, and (b) the non-approved private schools, which are subject only to certain requirements as regards curriculum.



## PERSIA

From the reply sent by the Ministry of National Education

### SALARIES

Public primary teachers in Persia fall into two categories: those engaged on contract, and those with permanent appointments. Both categories rank as government employees.

A. *Teachers engaged on contract.* Such contract lasts for not less than one year, and is renewable. It may be annulled by (a) The Ministry, if the teacher's service is not deemed satisfactory, or (b) the teacher himself, at two months' notice.

The annual commencing salaries of teachers in this category are as follows:

	Rials
Holders of the primary school leaving certificate . . . . .	6,480
Holders of the secondary school leaving certificate (1st stage) : .	7,680
Holders of the baccalaureate certificate (1st and 2nd parts) . . .	10,080

These three grades of teachers receive annual increments respectively of 120, 150, and 180 rials per annum.

B. *Teachers with permanent appointments.* Such teachers fall into three grades: (a) holders of the primary normal school diploma, (b) auxiliary teachers trained in appropriate establishments, (c) holders of secondary diplomas.

(a) The commencing salary for holders of the primary normal school diploma is generally 19,200 rials per annum, rising after nineteen years' service, for both men and women, to 79,164 rials per annum.

(b) The commencing salary for auxiliary teachers trained in appropriate establishments is generally 13,824 rials per annum, rising after nineteen years' service to 61,200 rials per annum.

(c) Holders of secondary diplomas are generally appointed on probation for one year in the first instance, at a salary of 10,080 rials per annum. They are then promoted to the second administrative grade, their salary remaining unchanged, and after seventeen years' service reach the ninth administrative grade, the salary of which is 83,200 rials per annum.

At the present time the majority of teachers with permanent appointments are graduates from the normal schools.

The distribution of primary teachers by category, salary grade and sex, is as follows:

Grade	Auxiliary Teachers		Teachers		Administrative Posts	
	Men	Women	Men	Women	Men	Women
1 . . . . .	295	189	416	210	69	21
2 . . . . .	393	191	448	274	252	240
3 . . . . .	578	304	742	381	323	162
4 . . . . .	647	293	754	439	240	181
5 . . . . .	515	245	752	396	362	206
6 . . . . .	258	128	744	372	205	82
7 . . . . .	10	—	330	135	182	21
8 . . . . .	—	—	287	55	95	12
9 . . . . .	—	—	9	—	104	3

### ALLOWANCES

Like all other officials, primary teachers working in unhealthy and isolated areas receive residence and transport allowances, and a family allowance for each child.

After ten years' service teachers are entitled to study allowances for their children and exemption from secondary and university fees.

### ADDITIONAL SALARIED ACTIVITIES

Primary teachers may be required to take adult and evening classes, for which they receive special remuneration. They are allowed to give private lessons, or publish textbooks, in their free time, but may not assume any public office other than that of their teaching.

### HOURS

Primary teachers are required to teach for twenty-four hours a week.

In accordance with the regulations approved by the higher national education council, teachers are required to be present at school before the arrival and after the departure of the pupils. The exact length of such attendance is fixed by the staff meetings of each school, but it may in any case not exceed half-an-hour before school and quarter-of-an-hour after school.

Friday is the weekly day of rest in Persia, and there are in addition twenty-one days of holiday during the school year for official festivals. The long vacation lasts from the 22nd June to the 7th September (the 1st of *tir mah* to the 16th of *chahrivar*).

Primary teachers receive full salary throughout the year.

### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

Primary teachers may ask to retire on pension on reaching the age of fifty, irrespective of their years of service. The government, however, cannot oblige a teacher to retire at this age, unless he has completed a minimum of twenty years' service.

Pension amounts to one-thirtieth of salary and allowances multiplied by number of years of service.

Like all other national education officials, primary teachers are insured against illness with the Persia Insurance Company, and the premium amounts to 2% of salary, of which the government and the teacher concerned each pay one half.

Teachers ill or unfit for service receive a tax-free allowance amounting to one-third of last salary, on presentation of a medical certificate signed by the doctor approved by the Ministry of Education.

In the case of illness arising from service causes, such allowance is increased to two-thirds of last salary.

The widows and orphans of a teacher who has died after the age of retirement, receive a pension amounting to one half that of the deceased. They receive only a lump sum if death occurs before the age of retirement.

If placed on the reserve list, primary teachers in the first six salary grades are entitled to two-thirds, and those in subsequent grades to one-third, of last salary.

#### FOREIGN TEACHERS

If the need arises, the government may engage foreign teachers on fixed-term contract.

#### PRIVATE SCHOOLS

All private primary schools are subject to government inspection, and the majority of them receive annual grants based on the number of pupils passing the school leaving examinations.

Each school of this kind has its own salary scales.



## PHILIPPINES

From the reply sent by the Department of Education

### SALARIES

Public primary teachers in the Philippines rank as government officials. They are not employed under contract. They are appointed like other employees of the government. Their continuance in the service depends upon availability of appropriation and quality of work rendered. Regular teachers may not be removed from the service except for cause and only by the Civil Service Commissioner.

Public primary teachers are paid from funds appropriated by Congress.

The scale of salaries of public primary teachers has been fixed by Republic Act No. 312 regardless of sex and assignments. According to this Act, the minimum salary of a public primary teacher is 1200 pesos and the maximum is 1800 pesos per annum. However, by operation of Republic Act No. 602 the minimum salary is now 1440 pesos per annum.

Promotion in position and in salary is governed by the seniority rule. In determining seniority in the service, the teacher's efficiency, educational qualifications, length of service, civil service eligibility, and salary are considered.

Promotion of one grade in salary is allowable every six months provided that the teacher has an efficiency rating of at least above average, and that there are funds available for the purpose. The maximum salary for a position may, therefore, be attained within a few years depending upon the availability of funds.

### ALLOWANCES

A public primary teacher is not given supplementary compensation. When he performs duties outside his official station, however, he is given transportation and *per diem* expenses.

Teachers assigned to settlement farm schools are given quarters wherever such quarters are available.

Teachers do not receive any special privilege for the education of their children.

### ADDITIONAL SALARIED ACTIVITIES

Public primary teachers are not allowed to perform additional official teaching functions for remunerative purposes.

Public primary teachers are designated under the Election Law as chairmen and poll clerks of the board of election inspectors during elections with a *per diem* allowance of five pesos for each day of service as such.

Public primary teachers may be permitted to perform private teaching functions under certain conditions.

With the prior approval of the Secretary of Education and/or of the President of the Philippines, they may also be permitted to do other outside activities.

### HOURS

Generally, government employees are required to work seven hours every day, except Saturday, when they render only five hours' service. Public primary school teachers are required to render a minimum of five hours' service each day (five days a week) during the days when schools are in session. The nature of a teacher's duties is such, however, that the necessary work after school hours in grading papers and in attending to other details pertaining to his assignment, e.g., home visitation, community improvement, etc., makes the total daily period of service equal to or even more than that required of other government employees. They also render service on Saturdays if their services are required on those days.

There is no law requiring teachers to be in school before the arrival and after the departure of the pupils for purposes of supervision. However, as a matter of policy, teachers are required to be in their classrooms at least fifteen minutes before the beginning of their classes.

There is no law concerning the time the teachers must devote to preparation of lessons, correction of work, or other activities. They are, however, expected to devote some hours to school work which cannot properly be finished in school.

A teacher on the teacher's-leave basis is granted eighty-four days vacation pay every year (fourteen days during the Christmas season and seventy days during the summer months) provided there has been no absence without pay during the school year. If a teacher has been absent without pay during the school year, he is not entitled to full vacation pay. Proportional reduction of vacation pay is made in the amount of three-tenths of a day for each calendar day's absence without pay incurred during the school year.

A teacher on the vacation-and-sick leave basis earns fifteen days' vacation leave and fifteen days' sick leave, both with full pay, every year. However, the maximum vacation-and-sick-leave that may be accumulated may not exceed five months.

Married women teachers under regular status are granted sixty days maternity leave with full pay, provided they have rendered at least two years of continuous service. Those under temporary status with at least the same length of service are granted sixty days maternity leave with half pay. Regular teachers who have rendered less than two years of continuous service are granted sixty days' maternity leave with half pay.

### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

There is an insurance and retirement system for government employees administered by the State. The membership of primary teachers (except those holding substitute appointments) in this system, is compulsory.

Primary teachers are required to contribute 1% of salary, deducted at source, for life insurance, and the employer an equal sum.

Primary teachers are required to contribute 4% (salary of 200 pesos or under per month) or 5% (salary over 200 pesos per month) of salary, deducted at source, for retirement insurance. The employer contributes 6% or 5% respectively, up to a maximum of 37.5 pesos per month.

Retirement pension is paid for a minimum of five years. Should the insured die before the expiry of this minimum period, the pension is transferred for the remainder of the period to his heirs. After the expiry of this period, the pension ceases on the death of the insured.

Primary teachers are entitled to retire on pension at the age of fifty-seven, after thirty years' service, and the last three years of service must have been continuous. The compulsory retirement age is sixty-five for teachers with a minimum of fifteen years' service. Teachers with less than this minimum at the age of sixty-five are entitled to remain in service until they have completed fifteen years' service.

For teachers retiring at fifty-seven the pension amounts to 20 pesos a month plus 1.6% of average salary over the last five years for each year of service effected since the coming into force of the act, and 1.2% of such average for each year of service effected before that date. Teachers retiring at ages other than fifty-seven receive proportional amounts.

In the case of retirement at fifty-seven, pension may not exceed two-thirds of average monthly salary, or 500 pesos, whichever is the less.

A primary teacher is given the option of the following alternatives to the pension as outlined above : (a) monthly annuity during his lifetime ; (b) monthly annuity during the joint lives of himself and his wife or other designated beneficiary, such annuity being reduced on the death of either by one half and paid to the survivor ; (c) for those who are at least sixty-five years of age, lump sum payment of present value of annuity for first years and future annuity to be paid monthly.

In the event of the death of a teacher before he becomes eligible for retirement, his beneficiaries as recorded in the application for retirement annuity receive the premiums he has paid with interest of 3% per annum compounded monthly. In the event of his death when he is eligible for retirement, then the automatic retirement pension of the annuity chosen by him is paid.

If a teacher becomes permanently and totally disabled and his services are no longer desirable, he is discharged and paid his own contributions with interest of 3% per annum compounded monthly, if he has served less than five years. If he has served at least five years but less than fifteen years, he is also paid the corresponding employer's premiums, without interest. If he has served at least fifteen years, he is retired in the normal way.

In the event of dismissal for cause or of resignation, a teacher is entitled to his own premiums and voluntary deposits, if any, plus interest of 3% per annum compounded monthly.

There is no indemnity allowed by law for illness or invalidism. However, Section 699 of the " Revised Administrative Code " provides that when an employee (this includes primary school teachers) is injured in the performance of duty, the Secretary of Education may direct that absence on account of such injury shall be on full pay for a period not exceeding six months. The payment of the medical attendance, necessary transportation, subsistence, and hospital fees of the injured person may



also be authorized. If an employee is killed or if he dies of injuries received or of sickness contracted in line of duty the Secretary of Education may authorize the payment of reasonable burial expenses and of three months' salary or wages to the widow or dependents of the deceased.

Sick leave of up to fifteen days a year on full pay is granted.

There is no pension provided by law for widows and orphans.

#### FOREIGN TEACHERS

Foreign nationals are not employed as teachers.

#### PRIVATE SCHOOLS

There are no private schools subsidized by the State. Private schools are, however, under the supervision of the State. The supervision is exercised principally to maintain a satisfactory standard of instruction.

## PORTUGAL

From the reply sent by the Ministry of National Education

### SALARIES

Public primary teachers in Portugal rank as government officials. Their salaries are paid by the government, in accordance with the following scale :

	Escudos p.a.
Supply teacher (day classes only) . . . . .	4,500
Supply teacher (day and evening classes) . . . . .	5,580
Certificated teacher . . . . .	11,700
Permanent teacher (under 10 years' service) . . . . .	14,040
Permanent teacher (over 10 years' service) . . . . .	15,120
Permanent teacher (over 20 years' service) . . . . .	16,200
Permanent teacher (over 30 years' service) . . . . .	18,360

In addition to these salaries public primary teachers receive the following supplements :

	Escudos p.a.
Teacher of abnormal children (under 10 years' service) .	2700
Teacher of abnormal children (over 10 years' service) . .	3600
Teacher of abnormal children (over 20 years' service) . .	4500
Teacher of abnormal children (over 30 years' service) . .	5500
Headmaster (primary school) . . . . .	720

### ALLOWANCES

No residential or accommodation allowances exist for primary teachers. For accommodation on school premises, where available, they pay a low rent.

The children of a living or deceased teacher may be boarded practically free at the post-primary establishments.

Teachers whose wife is neither a teacher nor an official are entitled to a family allowance of 50 or 60 escudos a month for each child under fourteen, or under twenty-four in the case of a child pursuing his studies at secondary or higher level.

Teachers whose wife is a teacher or an official are entitled to such an allowance if they have more than five children.

### ADDITIONAL SALARIED ACTIVITIES

Primary teachers are permitted to take evening classes. They are paid at the rate of 305 or 375 escudos a month, according to locality.

They may become justices of the peace or registrars. They may also become members of parliament, provided that no supplementary salary is paid.

They may give private lessons to pupils in private schools and take part in textbook competitions. For other activities they require special authorization.

### HOURS

Primary teachers are required to work twenty-eight hours a week and in addition to supervise the pupils during the school breaks, prepare lessons and correct homework.

Their holidays consist of fifteen days at Christmas, five days after Shrove Sunday, fifteen days at Easter, and sixty days (1st August to 7th October) in summer. All holidays are fully paid.

### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

Teachers are compulsorily members of a government-administered provident fund. Certain professional organisations have their own insurance scheme in addition.

Primary teachers are entitled to retire on full pension at the age of sixty, after forty years' service.

They are entitled to a disability pension after fifteen years' service, at the age of forty, or, in the case of disability caused through illness arising in the course of service, after ten years' service, irrespective of age. Such a pension amounts to one thirty-sixth of salary for each year of service.

Contributions to the pensions fund amount to 4% of salary, deducted at source.

Teachers absent through illness receive full salary for thirty days, and five-sixths of salary during the following five months. The deducted sixth, however, may be repaid them if their total days of absence are less than thirty times their number of years of service.

### FOREIGN TEACHERS

Foreign nationals are not eligible to teach in public primary schools. Those holding certain recognised qualifications may teach in private schools.

### PRIVATE SCHOOLS

The conditions of service of teachers in government-aided or government-inspected private schools are similar to those of their colleagues in public schools.



## SALVADOR

From the reply sent by the Ministry of Culture<sup>1</sup>

## SALARIES

Public primary teachers in Salvador rank as government officials, except for a small minority working in a few towns where they rank as municipal officials.

Their salaries are therefore paid by the government or one of the communes.

Their salary scales, based on category and grade, are as follows :

## MONTHLY SALARY SCALES

<i>Qualified Teachers in Normal Schools</i>		Colons
Category A :	1st grade . . . . .	135
	2nd grade . . . . .	130
	3rd grade . . . . .	125
	4th grade . . . . .	110
<i>Qualified Teachers in Normal Sections</i>		
Category B :	1st grade . . . . .	125
	2nd grade . . . . .	120
	3rd grade . . . . .	115
	4th grade . . . . .	105
<i>Unqualified Teachers Holding a Teaching Certificate</i>		
Category C :	1st grade . . . . .	110
	2nd grade . . . . .	105
	3rd grade . . . . .	100
	4th grade . . . . .	90

Nursery-infant mistresses and teachers at the blind schools also come within the above categories.

Headmasters and assistant headmasters whose school has a sixth class are entitled to supplements amounting to 15 colons and 10 colons a month respectively.

Teachers are occasionally engaged provisionally, at a salary of 60 colons a month.

Promotion is granted on the basis of service, at the rate of one grade every five years. Maximum salary in each category is thus reached after fifteen years' service.

<sup>1</sup> Based on data available in 1950.

The distribution of teachers by grade and category is as follows :

Grade	Category A	Category B	Category C
1st . . . . .	290	183	600
2nd . . . . .	195	65	200
3rd . . . . .	300	58	310
4th . . . . .	404	750	524

To the above figure for category C, 4th grade, should be added thirty teachers working in primary schools attached to charitable institutions.

#### ALLOWANCES

Primary teachers working in an unhealthy district receive a monthly allowance of 10 colons.

Headmasters who so desire may live at the school.

Teachers' children are entitled to preferential treatment in the award of scholarships to normal schools, and soldiers' sons to similar treatment in respect of the army school.

#### ADDITIONAL SALARIED ACTIVITIES

In addition to their ordinary work primary teachers may teach in evening classes and secondary schools, at a salary of 45 colons per month and 24 colons per hour per day respectively.

They are not permitted to accept official work other than teaching.

#### HOURS

In accordance with regulations primary teachers are required to work thirty-four hours a week in the junior and intermediate classes and thirty-six hours in the senior classes.

They are also required to arrive at school half an hour before classes begin, and are permitted to leave when all the pupils have gone and when they have seen that the classroom is clean and tidy.

They prepare lessons and correct homework out of teaching hours and during the free periods when one of the specialist teachers is taking their class.

In addition to the public holidays they enjoy sixty-one days of holiday a year, from 16th November to 15th January, during which period salaries are paid in advance.

#### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

No compulsory insurance scheme as yet exists for primary teachers, but one is now being drawn up. A law has been in existence for some years, however, concerning a civil pensions and retirement scheme, which covers primary teachers, among others.

Men teachers are entitled to retire on pension at the age of sixty, and women at fifty. In the case of teachers permanently working in

primary education such pension amounts to 80% of salary after twenty or twenty-five years' service and 100% after thirty years.

Primary teachers are not required to contribute for such pension rights.

They are entitled to fifteen days' fully paid sick leave a year and may accumulate such leave up to a maximum of one month and a half.

Widows who do not remarry and under-age orphans are entitled to pension on the same terms as the deceased.

#### FOREIGN TEACHERS

Foreign nationals are appointed to public and private schools on the same terms, pension rights excepted, as Salvador nationals.

#### PRIVATE SCHOOLS

Private schools are not subsidized by the government. They are subject to government control in respect of their curricula, the professional qualifications of their staffs, and their buildings and equipment. The salaries of their teachers are lower than those of their colleagues in the public schools or equal to them.



## SPAIN

From the reply sent by the Ministry of National Education

### SALARIES

Public primary teachers in Spain, men and women, are in most cases State officials. A few come under the provincial authorities or, in the larger towns, the municipalities. All of them are deemed to be officials, and enjoy certain statutory guarantees. Their appointments are permanent.

Payment of their salaries is the responsibility of the appointing authority (State, province or municipality).

#### ANNUAL SALARY SCALES

	Pesetas
1st category . . . . .	18,720
2nd category . . . . .	17,160
3rd category . . . . .	15,600
4th category . . . . .	14,040
5th category . . . . .	12,480
6th category . . . . .	10,920
7th category . . . . .	9,360

The above scale is uniform throughout the country, with possibly slight variations in the case of teachers coming under the provincial or municipal authorities.

Teachers of special classes, infant class mistresses, headmasters of schools with several classes, and vocational guidance specialists receive special bonuses or allowances in addition to salary.

Promotion is made either when vacancies exist in the next higher category, or after each five years of service. The provincial and municipal authorities generally adopt the latter system.

#### DISTRIBUTION OF PRIMARY TEACHERS BY SALARY CATEGORY

Category	Men	Women	Combined %
1st . . . . .	1,000	1,000	3.5
2nd . . . . .	1,750	1,750	5
3rd . . . . .	3,750	3,750	12
4th . . . . .	5,500	5,500	19
5th . . . . .	5,500	5,500	19
6th . . . . .	5,500	5,500	19
7th . . . . .	5,500	7,871	22.5
	<u>28,500</u>	<u>30,871</u>	<u>100</u>

## ALLOWANCES

Public primary teachers are entitled to certain accommodation facilities from the municipality in which they are serving. If the authorities do not dispose of adequate accommodation, teachers receive an allowance in lieu fixed by a provincial committee. Such allowance is equivalent to average rent in the locality concerned.

In certain areas, such as Las Hurdes or the Aran valley, where difficult or special living conditions prevail, and in the colonisation zones and various other areas, teachers receive a residential allowance amounting on an average to 3000 pesetas per annum.

As State, provincial or municipal officials, public primary teachers receive family allowances proportional to the number of children under age.

The accommodation allowance is paid by the municipalities, and the residential and family allowances by the State.

In the municipalities public primary teachers are exempt from payment of all forms of personal taxes. They are entitled to free education for their children at all levels.

The costs of transfer of a teacher and his family, if not made at the teacher's request, are met by the State.

## ADDITIONAL SALARIED ACTIVITIES

Public primary teachers are allowed to combine their ordinary post with that of teacher of an introductory vocational class, adult education or evening class, and with activities coming within the framework of the literacy campaign.

They may accept salaried political posts and receive payment for expenses incurred in this connection. In certain cases and provided their teaching work is not in any way prejudiced, they may accept an administrative post such as that of town clerk.

They are entitled to give private lessons outside the school building and hours, provided they ask the permission of the provincial education council, such permission being readily granted if the requirements mentioned are met. Outside school hours they may take up various other activities, be registered as commercial representative, or exercise a liberal profession, provided the required legal conditions are fulfilled.

## HOURS

Teachers are required to work twenty-eight hours a week. They are statutorily required to remain at school during the hours fixed by the time-table, but not outside the time the pupils are present. They have no legal obligations during the day as regards school activities.

No regulations exist concerning the time that should be devoted to preparation of lessons and correction of homework.

Holidays are fixed by the provincial education councils acting on the advice of the provincial inspectors of primary education. Due account is taken in this connection of the nature of the locality and its mode of life and climate. The statutory minimum duration of class work is 240 days a year. The remaining 125 days are made up of Sundays, religious or national festivals, and the summer, Christmas and Easter holidays. The summer holidays generally last two months, the Christmas holidays fifteen days, and the Easter holidays eight days. In weeks with no public holidays, the schools are closed on Thursday afternoon.

Primary education staff, including primary teachers and supply teachers, are fully paid during the holidays.

### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

The State takes responsibility for its officials' retirement and disability pensions, and pensions to their families in the case of their death. Two systems exist :

(a) Minimum insurance to which all State, provincial and municipal officials are entitled without contribution after ten years' service. The retirement pension amounts to between 20% and 40% of salary, and the widows and orphans pension to 15% of salary.

(b) Maximum insurance. The retirement pension here amounts to between 40% and 80% of salary, and the widows and orphans pension to 25% of salary. To be entitled to maximum insurance, teachers contribute 5% of their salary, retained at source.

Officials may postpone their retirement if at the normal time of retirement they have between ten and twenty years of service.

If disabled, primary teachers, men and women, may retire on pension amounting to 50% of salary.

They are entitled to retire on reaching the age of 70 and after twenty years of service (including military service and the years of preparatory studies). They may also retire, if they so wish, on reaching the age of 65 or after forty years' service.

The retirement pension varies in amount according to length of service and which of the two systems the person concerned has chosen. Such amount is calculated in terms of a percentage of ordinary salary, as follows :

Years of Service	Min. Insurance	Max. Insurance
Over 20 years . . . . .	20%	40%
Over 30 years . . . . .	30%	60%
Over 35 years . . . . .	40%	80%

In addition to the official pensions schemes, there is a primary education staff provident fund to which State teachers belong compulsorily and other teachers optionally. This fund affords aid and assistance to its members, and increases the amount of the pension they receive from the State by 30% of salary. Contributions to this fund amount to 2% of salary.



Insurance against illness is the responsibility of the Spanish primary education staff service, which is a professional association, membership of which is optional. Contributions amount to between 8 and 30 pesetas a month. The primary education staff provident fund referred to above also gives assistance to its members for medical attention and medicines. The State is also associated indirectly with insurance against illness, inasmuch as it meets the cost of replacing for six months a teacher who is ill.

The State and the provident fund pay widows and orphans pensions. If the deceased has between 10 and 20 years' service, such pension amounts to 15% of salary under the minimum scheme, and to 25% under the maximum scheme, and is paid by the State for the same number of years as the deceased's length of service. The provident fund, on the other hand, pays at death a lump sum of 3000 pesetas plus ten months' salary plus one month's salary for each child under age. The question of paying a pension rather than a lump sum is now under consideration.

There also exists a primary education staff widows and orphans fund, membership of which is compulsory and contributions to which amount to 1% of salary. In addition to all other sums being paid, it provides a monthly allowance proportional in amount to the number of children. It also maintains several schools for orphans of both sexes.

Unemployment allowances do not exist for public teachers. Should a school be closed, its teachers are automatically transferred to another school.

#### FOREIGN TEACHERS

Foreign nationals are not eligible for posts in public primary schools. Posts in private schools are open to them on the same terms as for Spanish nationals, in accordance with the regulations concerning private schools approved by the Ministry of Labour. The salaries of private teachers vary according to the number of pupils and teachers in the school concerned, and locality. Private teachers are entitled by law to one month's paid holiday a year. They are compulsorily required to be members of the private education provident fund.

#### MISCELLANEOUS

Men and women primary teachers enjoy equal statutory rights. The legislative bodies are now examining the primary education staff salary scale, with a view to improving salaries. The proposed new scale, if approved by parliament, will come into force in 1954. It is as follows:

#### PROPOSED NEW SALARY SCALE

Category	No. of Teachers		Annual Salary Pesetas	%
	Men	Women		
1st . . . .	1710	1710	24,500	6
2nd . . . .	2070	2070	22,960	7
3rd . . . .	2790	2790	20,160	10
4th . . . .	3240	3240	18,480	11
5th . . . .	3600	3600	16,800	12
6th . . . .	5600	5600	13,440	18
7th . . . .	7280	7280	11,760	24
8th . . . .	7541		10,080	12

The widow of an insured person receives for life or until she remarries, a pension amounting to 50% of the maximum disability or retirement pension the deceased would have been entitled to at the time of his death, or 50% of the immediate or deferred pension, with a minimum of 20% of salary. Certain restrictions are operative in the case of too great a discrepancy of age between the widow and the deceased.

Orphans pension is calculated on the following basis :

(a) When there is a surviving widow : 20% of the maximum pension to which the deceased would have been entitled, for the youngest child under twenty years of age, and 10% for each further such child, with a combined ceiling of 50% ;

(b) When there is no surviving widow : 50% of the maximum pension to which the deceased would have been entitled, for the youngest child, and 10% for each further child, with a combined ceiling of 80%.

Adopted children have the same rights as other children.

There is no unemployment among public teachers. On completing their training they are automatically appointed to their posts.

#### FOREIGN TEACHERS

Foreign nationals are not eligible to teach in public primary schools, and are required to obtain authorization to teach in private schools.

Swiss nationals from other cantons are required to have completed the cantonal teacher training course and to have lived in the canton for not less than five years.

#### PRIVATE SCHOOLS

No cantonal regulations exist concerning the conditions of service of teachers in private schools.

### Neuchâtel

From the reply sent by the Department of Education

#### SALARIES

The conditions of service of primary teachers in the canton of Neuchâtel are regulated by cantonal law. Appointments are made by the communal authorities, subject to the approval of the state council (*Conseil d'Etat*). Such teachers may therefore be regarded as communal officials subject to cantonal law.

Appointments are as a rule made for an indefinite period, except to posts which it is known will be abolished at a given date, in which case the appointment is a provisional one. Teachers are thus as a rule assured of permanency of tenure provided they fulfil their duties satisfactorily. Their salaries are fixed by a cantonal law dated 6th February, 1951, and comprise (a) commencing salary and increments, (b) a supplementary allowance, and (c) various other allowances (household, family, dependents).

Commencing salary is paid by the commune, increments by the canton.

The canton is responsible for 50% of the total of salaries, in accordance with a system of financial distribution based on tax revenue.

The minimum salary scales apply in all communes. If they so desire, the communes are authorized to grant supplements at their own expense.

In accordance with the law mentioned above, men primary teachers are entitled to a salary of 6800 Swiss francs a year, and to ten annual increments of 320 Swiss francs a year beginning on 1st January following completion of two years' service and after coming of age. Only periods of a minimum of six months' consecutive service count towards completion of the required two years' service.

Women primary teachers are entitled to a commencing salary of 5400 Swiss francs a year, and, under similar conditions, to ten annual increments of 220 Swiss francs a year.

Men taking the ninth primary class or special classes for backward or difficult children, receive a salary of 7200 Swiss francs a year and ten annual increments of 320 Swiss francs a year, and women taking these classes 5800 Swiss francs a year and ten annual increments of 220 Swiss francs a year.

The salaries of administrative staff are fixed by the communes. The canton pays 25% of the total.

Salaries are the same for all teachers, and the question of promotion does not arise. Teachers attain their maximum salary in twelve or thirteen years.

In November, 1951, there were 177 men primary teachers and 297 women primary teachers in the canton.

#### ALLOWANCES

Primary teachers have been entitled to a cost-of-living allowance since 1941. At the present time they receive a supplement of 10% of salary. This percentage is revised when the retail price index, as estimated by the federal department of national economy, rises or falls by a minimum of five points. Teachers were granted a new supplement of 5% on 8th January, 1952.

Both men and women teachers also receive the following allowances :

(a) household allowance of 30 Swiss francs a month for married teachers (men or women);

(b) family allowance of 15 Swiss francs a month for each child under the age of eighteen (under the age of twenty, if still fully dependent);

(c) dependents allowance of 30 Swiss francs per dependent (i.e., father, mother, or an invalid child over twenty years of age).

All officials are entitled to such allowances, and the communes and the canton are financially responsible for them in the same proportions as for commencing salary.

There is no other special allowances scheme applicable throughout the canton. Teachers in the towns of Neuchâtel, Locle and Chaux-de-Fonds receive a residence allowance.

No statutory provision is made for allowances in kind.



# SWEDEN

From the reply sent by the Ministry of Education

## SALARIES

Public primary teachers in Sweden rank as communal officials. Their appointments are classed as permanent, non-permanent, and auxiliary.

Teachers with a permanent appointment may not be dismissed the service before the age of retirement except for grave misconduct or negligence.

Those with a non-permanent appointment may be dismissed or retired at three months' notice.

Those with an auxiliary appointment are engaged for a fixed period.

Primary teachers' salaries are paid by the school district, which in most cases is the commune, and which is recouped by a State subsidy somewhat higher in amount than the total of salaries.

The level of salaries is regulated by a decree valid throughout the country.

No distinction whatever is made between men and women officials in regard to salary. Primary teachers fall within the following categories :

Category	Salary Class	Salary Grades
Primary School Teachers :		
Permanent . . . . .	Ca 21	21-24
Non-permanent . . . . .	Ce 19	19-22
Auxiliary. . . . .	Cg 17	17-20
Teachers in Nursery-infant and Small Primary Schools, and Assistant Teachers :		
Permanent . . . . .	Ca 15	15-18
Non-permanent . . . . .	Ce 13	13-16
Auxiliary . . . . .	Cg 11	11-14

The country is divided into five cost-of-living areas. The salaries of permanent and non-permanent teachers vary according to cost-of-living area and salary grade, as follows :

Salary Grade	Annual Salary		Salary Grade	Annual Salary	
	Minimum	Maximum		Minimum	Maximum
	Kr.	Kr.		Kr.	Kr.
13	7,872	9,348	19	9,972	11,868
14	8,160	9,684	20	10,428	12,420
15	8,472	10,092	21	11,064	13,164
16	8,808	10,488	22	11,736	13,956
17	9,180	10,908	23	12,420	14,772
18	9,540	11,340	24	13,128	15,612

Teachers with an auxiliary appointment receive a daily allowance varying in amount according to salary grade, as follows :

Salary Grade	Daily Allowance	
	Minimum	Maximum
	Kr.	Kr.
11	26.65	31.70
12	27.80	32.95
13	28.85	34.25
14	29.90	35.45
17	33.65	39.95
18	34.95	41.55
19	36.55	43.45
20	38.20	45.50

In school districts with a minimum of ten sections of primary teachers, there should as a general rule be one district principal teacher. Such a teacher receives in addition to his ordinary salary a bonus varying in amount from 600 to 3000 kr. a year according to the number of sections of primary teachers in the district concerned. The State makes a subsidy amounting to half the lowest bonus.

Permanent primary teachers are appointed by the primary education directorate (or in some cases by the parish council), which has the choice among three duly nominated candidates.

Non-permanent teachers are appointed by the competent communal authority, which chooses the best qualified candidate for the post concerned.

On appointment a teacher is placed in the salary grade immediately inferior to that in which he would normally come, and is promoted to the next higher salary grade every three years.

A primary teacher's appointment cannot be made permanent less than two years after he has passed his examinations, and he therefore requires a minimum of eleven years from the date of his examinations to reach his maximum salary.

#### APPROXIMATE DISTRIBUTION OF PRIMARY TEACHERS BY SALARY CLASS

Salary Class	Number of Men	Number of Women	Total	% of Total Number of Teachers
Ca 21. . . . .	8,600	5,430	14,030	44
Ce 19. . . . .	940	1,460	2,400	8
Cg 17. . . . .	920	1,460	2,380	7
Ca 15. . . . .	10	9,470	9,480	30
Ce 13. . . . .	—	1,920	1,920	6
Cg 11. . . . .	—	1,480	1,480	5
Total	10,470	21,220	31,690	100

#### ALLOWANCES

In addition to their salary teachers receive a "sliding supplement" amounting at the present time to 53% of salary.

Teachers residing in certain areas of northern Sweden receive a "cold area" allowance and an allowance for their knowledge of languages.

Accommodation is in some cases available for teachers, the rent of which is deducted from salary.

Such allowances are made by the authority by whom salary proper is fixed.

Teachers are entitled to an allowance for removal expenses in the case of a transfer not made at their own request.

In the case of illness, teachers with permanent or non-permanent appointments are recouped by the State for expenses incurred in connection with (a) medical care (100% in the case of a service accident or tuberculosis, 75% of expenses otherwise); (b) hospitalization (100% in the case of a service accident of tuberculosis, 50% otherwise); (c) medicines and, in the case of injuries resulting from a service accident, the appropriate medical aids.

In the case of the death of a permanent or non-permanent teacher, his heirs receive a funeral allowance amounting to a minimum of 500 kr.

Nearly all classes of officials receive such allowances.

#### ADDITIONAL SALARIED ACTIVITIES

Permanent and non-permanent primary teachers are allowed to combine their ordinary teaching post with another permanent or non-permanent State or communal post only with the approval of king and parliament except in certain exceptional cases.

They may combine their ordinary teaching post with that of chairman or member of the administrative board of an industrial, commercial, transport, banking, insurance or other economic enterprise, only with the authorization of the State inspector of primary schools and the education directorate. Such authorization is granted only if the additional duties can be performed without prejudice to teaching duties, and must be given only for a fixed period.

To teach in an establishment other than a primary or continuation establishment of the school district, permanent and non-permanent primary teachers must obtain the approval of the school directorate. The combination of their ordinary teaching duties with those of pastor is a question which must be submitted to the diocesan council, and is not authorized unless both tasks can be satisfactorily performed by one and the same person.

In certain cases teachers may combine their teaching post with religious musical activities such as those of choirmaster, and receive an hourly allowance for these activities.

No objections are raised to whatever activities of a purely private character public primary teachers care to assume.

#### HOURS

Teachers are required to work from twenty-eight to thirty hours a week for thirty-nine weeks a year.

No regulations exist as to the presence of teachers at school before the arrival or after the departure of the pupils.



No regulations exist as to the time teachers should devote to preparation of lessons or correction of homework.

Holidays consist of the Thursday and Saturday preceding Easter, the Tuesday and Wednesday following Easter, the Saturday preceding Whitsun, and all other days other than the required 214 work days.

All holidays are fully paid.

#### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

Permanent and non-permanent primary teachers are entitled to :

(a) *retirement pension* at 63-65 (primary school teachers) or 60-63 (teachers in nursery-infant and small primary schools and assistant teachers) ;

(b) *disability pension* in the case of resignation as the result of a service accident ;

(c) *sickness pension* in the case of illness or partial incapacity preventing the satisfactory performance of duties.

Teachers are required to have completed thirty years' service to be entitled to full retirement pension. Retirement pension where teachers have completed less than thirty years' service is proportional to their length of service.

Full disability pension is paid irrespective of length of service.

Sickness pension amounts to 75% of full pension when the teacher concerned has completed a minimum of three-quarters of the required thirty (or twenty-two-and-a-half) years of service, or to one-thirtieth of full pension for each year of service when the teacher concerned has completed more than twenty-two-and-a-half years of service.

If retiring not more than five years before the normal retirement age, teachers may obtain a premature pension from the king's cabinet, if they have completed thirty years' service and their retirement is not deemed prejudicial to the public interest. Such pension amounts to full pension minus one-hundred-and-eightieth for every three months between the premature retirement and the normal retirement age, up to the age of normal retirement, thereafter full pension.

#### PENSIONS PAYABLE IN THE VARIOUS SALARY CLASSES

Salary Class	Annual Pension Kr.
Ce 13. . . . .	4308
Ca 15. . . . .	4644
Ce 19. . . . .	5712
Ca 21. . . . .	6360

District principal teachers receive a pension varying in amount between 6744 and 7536 kr.

In addition to his teacher's pension a choirmaster receives a supplement of 384 kr. on the basis of up to seven hours' choir duties a week, and of 768 kr. on the basis of more than seven hours. Such supplement is

reduced on attaining the age of 67, when the "people's pension" of 792 kr. begins to be paid.

A sliding supplement of 53% was recently added to all pensions.

Permanent or non-permanent teachers who leave the service without being entitled to a retirement pension, are entitled at the age of 65 (or before in the case of permanent disability) to an annuity calculated on a less favourable basis than retirement pension, and not subject to the sliding supplement.

Teachers are not required to contribute to the pensions fund.

The widows and orphans of permanent and non-permanent teachers and in certain cases divorced persons are entitled to a family pension and annuity. This benefit also applies to the surviving members of a woman official's family. Such pension and annuity are paid to the surviving partner for so long as he or she does not marry again, and to the children up to the age of 19 (or in some cases 21).

Such family pensions and annuities are calculated in the same way as service pensions and annuities. Full family pension is paid if the deceased has completed thirty years' service.

#### FAMILY PENSIONS SCALE

Salary Class	Annual Family Pension Kr.
Ce 13. . . . .	1836
Ca 15. . . . .	1980
Ce 19. . . . .	2340
Ca 21. . . . .	2628

In the case of the decease of a district principal teacher, family pension amounts to between 2772 and 3048 kr.

In the case of a choirmaster, the family pension is increased by 144 or 288 kr. according to circumstances.

At the present time family pensions are subject to a sliding supplement of 53%.

In the case of a surviving widow and children, the family pension is increased by 50% for the first child and by 20% for each subsequent child.

Teachers do not receive any official unemployment allowances.

#### FOREIGN TEACHERS

Foreign nationals are not eligible for a permanent appointment as primary teacher in a public educational establishment. No regulations exist as to their appointment in a temporary capacity or in private schools.

#### PRIVATE SCHOOLS

The State exercises no control over private schools at primary level. The twenty or so schools of this kind that exist are placed under the supervision of the competent communal authority (the school committee or the primary education directorate, as the case may be). No regulations exist concerning the salaries or pensions of the teachers concerned.

## SWITZERLAND

### Basel-City

From the reply sent by the Department of Education

#### SALARIES

Public primary teachers in Basel-City rank and have the same conditions of service as cantonal officials. They are appointed by the state council, acting on recommendations from the inspectorate, on a provisional basis for two years and thereafter as a rule on a permanent basis. Vacancies must be advertised. The state council may transfer a teacher provided such transfer is prejudicial neither to the educational standard of the canton nor to the earning capacity of the teacher.

Married women may not be accepted as primary teachers, but this ruling is waived in certain cases.

Public primary teachers' salaries are paid by the canton.

The annual salary scales of permanently appointed primary staffs are as follows:

#### ANNUAL SALARY SCALE, PERMANENT PRIMARY STAFFS

	Hours per week	Minimum Sw. fr.	Annual Increment Sw. fr.	Maximum Sw. fr.
Junior School (men) .	30-32	6200	175	9000
Junior School (women)	25-28	5000	150	7250
Middle School (men) .	26-30	7200	185	10,200
Middle School (women)	24-27	5600	165	8100
Kindergarten mistresses . . . . .	—	3600	120	5400
Headmasters (junior school) . .	—	9400	190	12,800
Headmistresses (kindergarten) . . .	—	6500	180	9300

Teachers in special schools receive the same salary as primary teachers plus an allowance of 450 Swiss francs a year.

Teachers appointed on a provisional basis at a fixed salary and teaching the regulation number of hours, receive a salary which is 400 Swiss francs a year less than the minimum for a permanently appointed teacher. Teachers appointed on a temporary basis receive a salary which is 200 Swiss francs a year less than such minimum.

In Basel-City at the end of December, 1948, there were 267 men and women primary teachers with permanent appointments.



## ALLOWANCES

At the present time all primary teachers' salaries are augmented by a cost-of-living allowance calculated with reference to basic salary. Men teachers on the minimum and maximum salaries, for example, receive cost-of-living allowances of 68.35% and 67.15% of salary respectively, and women teachers allowances of 69.75% and 67.61% respectively.

Married primary teachers receive in addition a family allowance of 240 Swiss francs a year.

They also receive a further allowance of 240 Swiss francs a year for each child.

## ADDITIONAL SALARIED ACTIVITIES

Primary teachers under forty years of age may be required to supervise school meals, take supervised studies, and organise recreation evenings and holiday camps. They are, of course, paid extra for such activities.

Teachers are permitted to become members of the cantonal assembly or the citizens' council (Bürgererrat), and receive special allowances for such duties.

They are not allowed, however, to engage in private activities likely to prove prejudicial to their teaching. In practice they frequently take adult evening classes in, for example, foreign languages or shorthand, or train a choir.

## HOURS

The minimum and maximum hours teachers are required to teach per. week are given in the above table of salaries. As a rule, up to the age of fifty-one, they are required to teach the maximum number of hours. This number of hours is then somewhat reduced, and then reduced to the minimum when they reach the age of fifty-seven.

Primary teachers are responsible for controlling the pupils' behaviour in the classroom, the playground, and the neighbourhood of the school.

No regulations exist concerning the time that teachers should devote to preparation of lessons and correction of homework.

Teachers are entitled to the same holidays as their pupils, but the education authorities are authorized to organise refresher courses and meetings in connection with the work of the schools, during the holidays or out of school hours. The education committee may grant special allowances for the work such activities may entail.

The school holidays comprise five weeks from the second Monday in July, two weeks from the first Monday in October, a week and a half from 26th December to 6th January inclusive, and two weeks in spring. The following days also count as holidays: the three days of carnival, Holy Thursday, the Saturday before Easter, the Saturday preceding the summer holidays, Christmas Day, and other public holidays.

All holidays are fully paid.

# PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

In common with all other cantonal officials primary teachers belong to the pensions, widows and orphans fund (*Pensions-, Witwen- und Waisenkasse*).

They are entitled to a pension (a) for disability not caused wilfully or through negligence, (b) if they are obliged to resign for reasons beyond their control (this does not apply to women teachers who marry), (c) if they are dismissed through no fault of their own and without due notice of dismissal having been given, and (d) on reaching the retirement age (sixty-five for men, sixty for women, and sixty for men with thirty-five years' service).

Such retirement or disability pension is calculated as a percentage of last salary, as follows:

## RETIREMENT AND DISABILITY PENSIONS

		Service	Pension (% of last salary)
(a) <i>For teachers entering service under forty years of age</i>			
	Service		Pension (% of last salary)
Up to 1 year	. . . . .	Over 15 years	45
Over 1 year	. . . . .	" 16 years	46
" 2 years	. . . . .	" 17 years	47
" 3 years	. . . . .	" 18 years	48
" 4 years	. . . . .	" 19 years	49
" 5 years	. . . . .	" 20 years	50
" 6 years	. . . . .	" 21 years	51
" 7 years	. . . . .	" 22 years	52
" 8 years	. . . . .	" 23 years	53
" 9 years	. . . . .	" 24 years	54
		" 25 years	55
		" 26 years	56
		" 27 years	57
		" 28 years	58
		" 29 years	59
		" 30 years	60
		" 31 years	61
		" 32 years	62
		" 33 years	63
		" 34 years	64
		" 35 years	65
(b) <i>For all teachers</i>			
Over 10 years	. . . . .		40
" 11 years	. . . . .		41
" 12 years	. . . . .		42
" 13 years	. . . . .		43
" 14 years	. . . . .		44

The retirement or disability pension of a teacher living alone (i.e., unmarried, widowed, etc.) is supplemented by 1000 Swiss francs a year, and that of all other teachers by 1500 Swiss francs.

Teachers on pension who have under-age children or dependent adult children, receive a family allowance amounting to 5% of last salary, for each child, up to a maximum of 20%.

Teachers make monthly contributions to the pensions fund amounting to 8.5% of four-thirds of salary (cost-of-living allowance excluded).

They are entitled to up to one year's sick leave on full pay, then to a further six months which is also fully paid but during which they are required to pay half the salary of the teacher who replaces them.

Their contributions to the health insurance fund amount to 0.5% of salary (cost-of-living allowance excluded).

A teacher's widow is entitled to 30% of last salary plus 1000 Swiss francs a year, if the deceased entered the service before reaching the age of forty, or to 25% plus 1000 Swiss francs a year, if the deceased entered the service after that age, with minima of 3000 and 2500 Swiss francs a year respectively.

Pensions in respect of under-age orphans and dependent adult orphans, are payable at the rate of 15% of last salary for one such orphan, 27.5% for two, and 37.5% for three or more, with a minimum of 780 Swiss francs a year for each of the first three.

Their appointments being permanent, teachers are not insured against unemployment.

### FOREIGN TEACHERS

Public primary teachers are required in principle to be of Swiss nationality, but the state council is authorized to make exceptions to this ruling.

Foreign nationals may be appointed to posts in private schools if there are no suitable candidates of Swiss nationality.

Teachers from other Swiss cantons are appointed to both public and private schools on the same terms as those from the canton of Basel-City.

### PRIVATE SCHOOLS

Teachers in private schools for normal children of school age are subject to the same training and character requirements as their colleagues in the corresponding public schools.

## Bern

From the reply sent by the Directorate of Education <sup>1</sup>

### SALARIES

Public primary teachers in Bern rank as municipal officials. They are appointed by one of the municipal authorities (generally the communal assembly) for a period of six years. Teachers with permanent appointments of this kind may be dismissed only by decision of the high court of the canton.

Their salaries are paid in part by the canton, in part by the communes. The latter pay their portion of basic salary and all allowances in kind or the cash allowances in lieu. The canton pays the remainder of basic salary and all increments.

<sup>1</sup> Based on data available in 1950.



The annual salaries of the various categories of primary teachers are as follows :

	Minimum Sw. fr.	Maximum Sw. fr.
Primary teachers (men) . . . . .	5000	6500
Senior primary teachers (men) . . . . .	5500	7000
Primary teachers (women able to take needlework) . . . . .	4800	6300
Primary teachers (women not taking needle- work) . . . . .	4100	5600
Needlework mistresses (per class) . . . . .	700	900

Teachers receive their maximum salary after fifteen years' service (i.e., they receive twelve annual increments of 125 Swiss francs a year, beginning with the fourth year of service). Needlework mistresses receive four three-yearly increments of 50 Swiss francs a year per class. Such replacement work as teachers may have done before becoming permanently appointed counts as service.

#### ALLOWANCES

The salaries given in the above table are supplemented by the following allowances :

(a) Cost-of-living allowance amounting at the present time to 30% of basic salary.

(b) Family allowance of 300 Swiss francs a year plus 120 Swiss francs a year for each child. This allowance is payable to married men, married women responsible for a major part of the household expenses, widowed or divorced men with their own household, and single men and women with certain responsibilities.

All primary teachers, needlework mistresses excepted, are also entitled to the following allowances in kind : (a) suitable accommodation and, in country districts, a garden ; (b) eighteen ares of cultivable land in good heart ; (c) nine cubic metres of pine or other equivalent fuel, delivered free of charge.

The communes may replace these allowances in kind with cash allowances, the amount of which is fixed in each district by a committee composed of the prefect acting as chairman, and two experts nominated by the executive council. There are thirty committees of this kind for the whole canton.

Some of the communes award a salary supplement to teachers of special classes and to headmasters of primary schools, but without statutory obligation to do so. Certain communes, mainly the bigger ones, also voluntarily award a residential allowance. Communes are authorized to award salaries and allowances above the statutory minima.

#### ADDITIONAL SALARIED ACTIVITIES

Public primary teachers may take up other official teaching posts in, for example, continuation classes, vocational schools and boys' handicrafts classes. The cantonal regulations concerning continuation classes, in

## ADDITIONAL SALARIED ACTIVITIES

If in addition to his ordinary work a primary teacher wishes or is asked to teach in, for example, a secondary or vocational school or an apprenticeship course, he must first secure the permission of his school authority. The same procedure is followed in the case of other official duties or of private salaried activities.

The school authorities have authority to grant, refuse or withdraw permission to engage in additional salaried activities of any kind.

## HOURS

Men public primary teachers are required to devote a maximum of thirty-four hours a week to their teaching or administrative duties, and women teachers thirty-two. They are rarely required in actual practice to do more than thirty hours a week, and often do less, especially in the middle and lower classes.

Although there is no regulation on the point, they are also required to supervise the arrival and departure of the pupils and to devote an adequate amount of time to preparation of lessons and correction of homework.

Regulations establish a minimum of eight and a maximum of ten weeks' vacation a year.

All holidays are fully paid.

## PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

Public primary teachers are compulsorily members of (a) a provident and retirement pensions fund, and (b) a fund covering cost of replacement in case of illness.

The two funds are administered by a committee nominated by the canton and the teachers, and are subject to supervision by the canton.

Teachers are thus entitled to retirement pension after contributing to the pensions fund for thirty-five years, at the age of sixty. This pension amounts to 3000 Swiss francs a year in the case of men, and 2400 Swiss francs in the case of women. A teacher who elects to continue teaching after the retirement age, is entitled to an addition to his pension of 120 Swiss francs a year for each year of insurance (to a maximum of five) in excess of thirty-five. He may not remain in service after the age of sixty-five. Contributions to the pensions fund comprise (a) 330 Swiss francs (men) and 300 Swiss francs (women) a year, and (b) 3% of increments, in accordance with the 1935 salaries act.

Persons joining the fund after the age of thirty are required to make additional contributions. Contributions are deducted at source.

Widows and orphans are entitled to pensions. Pensions of varying amount are granted in the event of total or permanent disability.

If a teacher falls ill, the cost of his replacement is paid for out of the special fund up to two-hundred-and-fifty days in each period of seven-hundred-and-thirty days. He continues to receive his full salary,

but has to repay the fund 10% of the cost of his replacement. Teachers contribute 40 Swiss francs a year to the replacement fund, and the canton an equal amount.

No unemployment insurance scheme exists for teachers.

### FOREIGN TEACHERS

In making appointments preference is always given to Swiss nationals, including those from other cantons.

### PRIVATE SCHOOLS

The canton exercises a certain measure of control over private schools through requiring their pupils to sit for the same examinations as public school pupils, but does not subsidize them in any way.

Private school staffs are not entitled to join either the retirement pensions fund or the replacement fund.

## Ticino

From the reply sent by the Department of Education

### SALARIES

Public primary teachers in the Ticino rank as communal officials. Their six-year appointments are made by the municipalities, subject to prior consultation with the district inspector and the approval of the Department of Education.

They may not be dismissed the service except for grave misconduct, and are entitled to appeal against dismissal to the Department of Education in the first instance and then if need be to the state council.

Their salaries are paid by the communes, to which the cantonal authorities make grants amounting to from 50% to 75% of basic salaries and to 100% of increments. Some communes pay salaries exceeding those of the statutory scales, but are required to pay the excess themselves without aid from the canton.

The law fixing salaries is that dated 29th October, 1946. Primary teachers in rural or valley schools receive a minimum salary of 4200 Swiss francs a year (men) and 3400 Swiss francs a year (women), and their school year lasts eight months. Those in urban schools receive a minimum salary of 5300 Swiss francs a year (men) and 4500 Swiss francs a year (women), and their school year lasts ten months.

Increments are based on length of service. Transfer from a school in the mountains with an eight-month year to one with a ten-month year is made on the basis of teaching ability and length of service. Teachers with primary posts may pass examinations qualifying them for senior primary posts, to which they may then be appointed competitively.



fact, inform candidates for posts in primary education that they may be required, if appointed, to take such classes.

Public primary teachers may also accept certain other official posts, administrative or otherwise, and engage in private salaried activities. Teachers are eligible, for example, as members of the supreme, national and cantonal councils. They are not permitted, however, to accept communal posts to which their ordinary work would be subordinate or to undertake any public function or additional activity prejudicial to their own or their school's good name. Before assuming some additional activity they are required to inform the school committee of their intention, and in case of dispute the final decision in the matter rests with the Directorate of Education.

### HOURS

The primary schools are open for at least thirty-four weeks a year. Public primary teachers are required to work a minimum of eight hundred hours during each of the first three years and of nine hundred hours a year thereafter. The maximum number of hours is twenty-seven a week, with not more than five on any one day, during the first three years, and thirty-three hours a week, with not more than six on any one day, thereafter. The length of the breaks between lessons is fixed by the school committees.

Within such limits the school committees are free to arrange the teachers' time-tables as they think fit. These committees also fix the distribution and duration of the school holidays.

Regulations do not require teachers to supervise the arrival and departure of pupils or to devote any specified time to preparation of lessons or correction of homework. The primary education act (now under revision) simply states as follows: "The primary teacher will seek to attain the educational objectives of his post through good teaching, discipline and example. He will be regular in attendance, and during every lesson will concentrate exclusively on his teaching duties. He will so organise his lessons that the children are not overburdened with homework. He will correct carefully all written work. He will ensure that his pupils always pay due regard to the need for order, good manners, and cleanliness, both within and without the classroom. He will also ensure that they behave properly in class. He will keep a list of all material belonging to the school. He will keep a record of pupils' absences".

The school committees are responsible for the smooth and uninterrupted functioning of the schools. They have authority to grant teachers a maximum of fourteen days' leave of absence and to replace them during such leave.

All ordinary holidays and absence through illness or military service are fully paid. In the case of illness or military service, however, a teacher is required to pay a quarter of the cost of his replacement. In the case of special leave the costs of replacement are in principle paid entirely by the teacher.

### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

Permanently appointed teachers are compulsorily affiliated to the Bern primary teachers' insurance fund. They are thus insured against disability and death and entitled to disability pension, widows and orphans

pension, pensions for parents and brothers and sisters, an annuity or a lump sum, allowances for insurances, and assistance in case of financial distress.

All pensions are expressed as percentages of the insured's annual salary (cost-of-living allowances excluded) at the time of retirement or death. In the case of disability pension such percentages are as follows :

Insured for less than 1 year . . . . .	20%
Insured for 1 year . . . . .	25%
Insured for 2 years . . . . .	30%
Insured for 3 years . . . . .	33%

Thereafter the percentage is 1% extra for each year of insurance up to a maximum of 70% after forty years.

A widow is entitled to a pension amounting to 50% of disability pension, with a minimum of 25% of the deceased's insured salary.

Legitimate children under eighteen orphaned through the death of an insured father or mother are entitled to pension as follows :

Eldest child . . . . .	12½% of insured salary
Second child . . . . .	10% of insured salary
Third child . . . . .	7½% of insured salary
Fourth child . . . . .	5% of insured salary

When the eldest child turns eighteen, the next child takes his place for pension purposes, and so on. The total payable to any one group of orphans may not exceed 35% of insured salary.

Children under eighteen orphaned through the death of both parents, one of whom was insured, are entitled to pension as follows :

Eldest child . . . . .	20% of insured salary
Second child . . . . .	16% of insured salary
Third child . . . . .	12% of insured salary
Fourth child . . . . .	8% of insured salary

All persons receiving pensions from the primary teachers' insurance fund are now granted the following annual cost-of-living allowances :

	Year of Retirement			
	Before 1947 Sw. fr.	1947 Sw. fr.	1948 Sw. fr.	After 1948 Sw. fr.
Disabled, with own household . . . . .	1320	1120	920	720
Disabled, without own household . . . . .	1120	920	720	520
Widow with own household . . . . .	960	860	760	660
Child having lost both parents . . . . .	480	400	320	240
Child having lost one parent . . . . .	240	200	160	120

All such persons also receive a supplementary cost-of-living allowance amounting to 5% of the pension, in the case of retirement or death before 1st January, 1948, and to 2½% in the case of retirement or death after 31st December, 1947.

In the case of retirement after 31st December, 1948, however, the grant of both cost-of-living allowances is subject to the condition that the persons concerned are not receiving the old age and dependents' pension. If they are and if the amount of the latter pension is less than that of the cost-of-living allowances, it is brought to the same level.

Insured persons pay the following contributions :

- (a) affiliation fee of 5% of salary ;
- (b) yearly contribution of 8% of insured salary ;
- (c) monthly contributions for salary increments (ordinary service increments not included), based in each individual case on the age and length of service of the insured.

Contributions are deducted each month at source.

In the case of disability teachers are required to apply to retire on pension to the primary teachers' insurance fund. The administrative committee of the fund may require them to undergo medical examination. As a general rule pension is granted without difficulty to men teachers of sixty-seven years of age and women teachers of sixty-five years of age.

There is no statutory health insurance scheme for public primary teachers. Members of the Bern primary teachers' association, however, contribute as a rule to the association's replacement fund, from which is paid one quarter of the cost of their replacement in the event of their falling ill.

No unemployment insurance scheme exists.

#### FOREIGN TEACHERS

Foreign nationals are not eligible for appointment to the public primary schools in Bern.

Swiss nationals from cantons other than Bern are eligible to teach in such schools only with the authorization of the Directorate of Education given in consultation with the examination committee.

#### PRIVATE SCHOOLS

The salaries of teachers in private schools are fixed by the schools themselves. There are no statutory regulations in this connection.

### Geneva

From the reply sent by the Department of Education

#### SALARIES

Public primary teachers in Geneva rank as cantonal officials. After completing their secondary education and three years of professional studies, they are appointed in the first instance for a year on probation by the state council (*Conseil d'Etat*) acting on the advice of the Department of Education.

Appointments are then confirmed in a similar way, and teachers thus retain their post until the statutory age of retirement, sixty-two years.



Teachers-in-training receive a salary, including a cost-of-living allowance.

ANNUAL SALARIES AND COST-OF-LIVING ALLOWANCE  
TEACHERS-IN-TRAINING

Training	Primary Schools		Infant Schools	
	Total Salary Sw. fr.	(Cost-of-Living Allow.) Sw. fr.	Total Salary Sw. fr.	(Cost-of-Living Allow.) Sw. fr.
1st year . .	3900	—	3900	—
2nd year . .	6420	(1020)	4680	(1080)
3rd year . .	7000	(1000)	5840	(1040)

ANNUAL SALARIES, INCREMENTS AND COST-OF-LIVING ALLOWANCE, TEACHERS

Category	Commencing Salary		Annual Increments	Maximum Salary	
	Total Sw. fr.	(Cost-of-Living Allow.) Sw. fr.		Total Sw. fr.	(Cost-of-Living Allow.) Sw. fr.
Primary teachers (men and women)	8,840	(1040)	12 × 340	12,920	(1520)
Infant Mistresses . .	8,160	(960)	12 × 170	10,200	(1200)
Specialist teachers (men and women; singing, gymnastics, handwork) . . . . .	8,840	(1040)	10 × 170	10,540	(1240)
Inspectors (men and women) . . . . .	13,600	(1600)	8 × 420	17,000	(2000)

In addition to the above salaries, teachers receive various allowances (see following section), and the following supplements for special posts :

- (a) Primary teachers (men and women) of the senior classes (pupils 13-15 years old) . . . . . 680 Sw. fr. p.a.
- (b) Primary teachers (men and women) of special classes . . . . . 680 Sw. fr. p.a.
- (c) Primary teachers (men and women) of open-air schools and difficult children . . . . . 1360 to 2040 Sw. fr. p.a.
- (d) Teaching principals responsible for general supervision and administration ; 170 Sw. fr. plus 51 Sw. fr. per class per annum, making an annual total supplement of . . . . . 374 to 1343 Sw. fr. p.a.

All teachers attain their maximum salary within a fixed period, which in no case exceeds twelve years.

The distribution of primary teachers by gross salary (including residence, headship, special class, and family allowances) is as follows :

Annual Salary (Sw. fr.) . .	8840-10,839	10,840-12,839	12,840-14,839	14,840-17,839
% of teachers (men and women) . .	20.5%	13.5%	62%	4%

Promotion to a higher post (to the inspectorate, for example) is by selection.

## ALLOWANCES

Public primary teachers working in a rural commune are entitled to a residence allowance of from 306 to 612 Swiss francs a year according to distance.

All cantonal officials are entitled to a cost-of-living allowance, this ruling applying both to their salaries (see salary tables above) and allowances. As compared with 1939, salaries are thus 70% higher (i.e., a 50% increase of pensionable salary, and a 20% increase in the form of a cost-of-living allowance).

The family allowance amounts to 500 Swiss francs a year for each child under age.

Teachers with a teacher-in-training attending their class receive an allowance of  $2\frac{1}{2}$  Swiss francs per half day.

Teachers who so desire may supervise day-nursery classes and school meals outside their teaching hours, and secure additional salary for so doing.

Those required to attend further training courses receive an allowance.

Headmasters of boarding schools are boarded and lodged. Teachers at semi-boarding schools receive a free lunch and tea.

Teachers in primary rural schools are lodged by the communes in which they live. They pay rent, and in case of dispute the final decision as to its amount rests with the Department of Education.

Public primary teachers are entitled to remission of fees for higher studies and are granted leave with pay to sit for university examinations. The Department also grants paid leave for study away from home, and leave at reduced salary for the purpose of taking a course of training in a secondary school to obtain the teaching certificate completing a degree. It also grants leave and allowances to teachers attending professional conferences and meetings such as teachers' association meetings.

## ADDITIONAL SALARIED ACTIVITIES

Public primary teachers are at liberty to take evening classes organised by private bodies, government-subsidized or otherwise, and to give private lessons.

They may assume the duties of town clerk with the permission of the state council (*Conseil d'Etat*).

They may accept promotion in the army. They continue to receive their full salary during absence on military service. Some of them are army officers of high rank.

They are allowed to exercise practically all kinds of elected office and become municipal councillors, mayors, and members of the federal legislatures. If they obtain leave of absence, they may even become members of the state council (*Conseil d'Etat*), the executive organ of the canton. They are not permitted, however, to become members of the supreme council (*Grand Conseil*), the legislature of the canton.

They may freely publish material of a literary or scientific nature. They may be asked by the Department to assist in the writing, illustration, or revision of textbooks, on conditions agreed upon between the cantonal

authorities and the teacher concerned. In general the canton publishes textbooks, retains the copyright, and pays the persons who have assisted.

Public primary teachers are not authorized to become commercial representatives or to run a shop, workshop or factory.

### HOURS

Public primary teachers are required to work from twenty-five to thirty hours a week, according to the level of their class.

They are required to be in class five minutes before the arrival of their pupils.

They are required by regulations to prepare their lessons carefully. The amount of time they devote to such work is an individual matter.

They have three months' fully paid holiday a year.

### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

Public primary teachers are compulsorily affiliated to an old age and pensions insurance fund. The fund is an institution of public law. Members of the fund are entitled to pension:

(a) at the age of fifty, if they have contributed for a minimum of twenty-five years;

(b) at the age of sixty, irrespective of the number of contributions.

The amount of pension is calculated on the basis of insured salary, length of service, and age at the time of retirement. It may not exceed 75% of salary.

Contributions to the fund amount to 6% of insured salary, and the canton contributes an equal sum. Retrospective contributions on increments, are paid, half by the teacher, half by the canton, the effect being to bring the amount of insured salary up to the level of the maximum earned. Contributions are deducted each month at source.

Public primary teachers are entitled to disability pension, irrespective of age, if as the result of illness they are no longer able to fulfil their duties. In case of dispute such disability must be attested by three doctors (one nominated by the insured, one by the canton, one by the fund).

Disability pension is paid for life from the onset of disability. If the teacher concerned again becomes able to fulfil his duties, even after a lapse of several years, he may be re-instated.

Disability pension amounts to 20% of salary, after one year of service, and increases to a maximum of 60% of salary.

Contributions for disability pension, and also for widows, orphans and dependents pension, are included in the contributions indicated above.

In common with the other inhabitants of the canton, public primary teachers are insured with the old age and dependents' insurance fund, contributions to which amount to 4% salary (half being paid by the insured, half by the canton).

In the event of illness the canton pays full salary for three months, and half salary for nine months. The state council (*Conseil d'Etat*) is authorized to prolong these periods.



Maximum salary is reached after seventeen years' service.

The distribution of primary teachers by salary is as follows :

#### ANNUAL SALARY SCALES

Length of School Year	Annual Salary (Sw. fr.)				No. of Teachers Men      Women	
	Men		Women			
	Minimum	Maximum	Minimum	Maximum		
Primary Schools						
8 months . .	4200	5600	3400	4800	81	110
9 months . .	4500	5900	3700	5100	49	79
9 months . .	Over	5900	Over	5100	4	5
10 months . .	4800	6200	4000	5400	33	32
10 months . .	5300	6700	4500	5900	65	49
Senior Primary Schools						
8 months . .	5000	6400	3900	5300	11	9
8 months . .	5300	6700	4200	5600	29	16
10 months . .	5600	7000	4500	5900	35	22
10 months . .	6100	7500	5000	6400		
10 months . .	Over	7500	Over	6400	6	7
Total					313	329

#### ALLOWANCES

Men teachers in urban primary schools receive a residence allowance of 500 Swiss francs a year, and their colleagues in semi-urban schools one of 300 Swiss francs a year.

Men and women teachers in primary schools to which senior classes (the 5th, 6th and 7th primary classes) are attached, receive an allowance of 300 and 250 Swiss francs a year respectively.

There are also family and cost-of-living allowances.

The cost-of-living allowance comprises (a) a main allowance amounting to 50% of ordinary salary, and (b) a subsidiary allowance of 1200 Swiss francs a year for married men, and widows and unmarried men with dependents, and of 900 Swiss francs a year for widowers and unmarried men without dependents.

In the case of married men, and widowers and unmarried men with dependents the total annual cost-of-living allowance has a minimum of 65% of salary.

Married women and unmarried men and women without dependents receive 300 Swiss francs a year less.

In the case of married and unmarried men the total allowance has minima of 2700 and 2400 Swiss francs a year respectively.

The supplement for children amounts to 120 Swiss francs a year for each child under eighteen and each child over eighteen who is an incurable invalid. Such supplement is payable only to teachers receiving the supplementary allowance of 1200 Swiss francs a year.

Public primary teachers are not granted allowances in kind.

The cost-of-living and family allowances are paid in part by the canton, in part by the communes.

## ADDITIONAL SALARIED ACTIVITIES

Public primary teachers are authorized to take continuation and evening classes, and are paid for such work at the rate of 5 or 6 Swiss francs per hour. They are also allowed to accept an official administrative post (as for example the secretaryship of a small commune) and become member of the supreme council or a municipal council. They are required to pay the cost of their replacement during absence from their ordinary duties.

They are also permitted to undertake any private salaried work provided that it is not prejudicial to their ordinary work.

## HOURS

Teachers in primary schools are required to work twenty-eight hours a week and their colleagues in senior primary schools thirty-two hours.

Regulations require teachers to supervise the arrival and departure of the pupils, but do not specify the amount of time to be spent on this.

No regulations exist concerning the time teachers should devote to preparation of lessons and correction of homework. It is part of an inspector's duties to see that such work is done conscientiously.

In addition to the ordinary school holidays public primary teachers are entitled to eight days' paid leave for marriage, three days' leave in the event of the death of a member of their family, and a maximum of three days' leave each school year for personal affairs. For leave beyond these limits the cost of their replacement is deducted from their salary.

## PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

All duly appointed teachers are compulsorily members of the cantonal teachers' pensions fund (*Cassa Pensioni del Corpo insegnante del Cantone*) administered by a committee on which the teachers are represented.

Teachers are entitled to retire on a pension, at the age of sixty-five or after forty years' service, amounting to 60% of insured salary.

They pay an initial contribution to the fund varying according to age from 6% to 20% of salary, ordinary contributions amounting to 7% of salary, and a contribution for each increment amounting to 100% of each increment.

All contributions are deducted at source.

Teachers' widows receive a pension amounting to one half of the pension the deceased was enjoying or might have enjoyed and with a minimum of 20% of insured salary.

Orphans are entitled to a pension amounting to 10% of the deceased's insured salary or 20% if they have lost both father and mother.

No unemployment allowance has so far been paid to primary teachers.

### FOREIGN TEACHERS

Foreign nationals are eligible to teach in public primary schools provided they have passed the required examinations within the canton itself. Private schools may avail themselves of their services unconditionally.

Foreign nationals working in public primary schools enjoy the same conditions of service as natives of the canton.

### PRIVATE SCHOOLS

Only one private establishment receives financial aid from the cantonal authorities. It is a subsidy towards the salaries of the teachers of the special classes.



## SYRIA

From the reply sent by the Ministry of Education

## SALARIES

Public primary teachers in Syria are State officials. Except for those of them who are normal school graduates, they are appointed competitively, like all officials.

Their salaries are paid by the State.

Their salary scale is uniform throughout the country, and is the same as that for all other State officials. A primary teacher holding the *Brevet des études complémentaires* receives £S 50 a month, one who has the baccalaureate £S 60 a month, and a normal school graduate £S 80 a month.

Women teachers are on the same salary scale as men.

Headmasters receive a salary supplement varying in amount according to the number of classes in their school.

Promotion is by selection every two years. Maximum salary is attained after twenty years' service by a normal school graduate, after thirty-two years by a holder of the *Brevet*, and after thirty years by a holder of the baccalaureate.

## DISTRIBUTION OF MEN AND WOMEN TEACHERS BY SALARY

Monthly Salary (£S)	Number of Teachers	Monthly Salary (£S)	Number of Teachers
175	292	90	153
160	109	85	356
145	114	80	561
130	196	75	106
120	2	70	153
120	98	65	296
110	58	60	519
100	55	55	55
95	52	55	985

## ALLOWANCES

Like all other officials throughout Syria, primary teachers receive a cost-of-living and a family (wife and children) allowance.

The cost of a transfer other than one made at the request of the teacher is repaid.

Primary teachers are also given special cards entitling them to reduced charges in cinemas and urban transport.



TABLE II

State	% of Salary contributed by Members		Qualifications for Normal Retirement 1				Normal Retirement Allowance Formula			
	% fixed in Retirement Law	% depends upon sex and age	Age without Service Requirement	Age with Service Requirement		Years of Service required regardless of Age	Annuity purchased with Contributions of Member + Pension from Public Funds	% of Salary × Years of Service (or similar "Fixed Benefit" Formula)	Other Formula or Flat Amount set as Allowance	
				Age	Years of Service					
Alabama	3 1/2 2	... X 2	60	30	...	X	...	...		
Arizona	...	...	60	...	30 3	...	...	...		
Arkansas	4 2	...	...	...	27 3	...	...	...		
California	...	X 2	55	10	30	...	...	X 4 5		
Colorado	5	...	60	20	...	...	...	...		
Connecticut	5 6	...	55	35	35	...	...	...		
Delaware	0 7	...	60	20	30	X 4 5	...	...		
Florida	...	8	...	...	...	...	...	...		
Georgia	5 2	...	...	...	...	...	...	...		
Idaho	...	X 2	60	...	...	X	...	...		
Illinois	5 2	...	50	20	...	...	...	X 4 5		
Indiana	...	...	60	15	...	...	...	X		
Iowa	2-4 2	X	50	20	...	...	...	...		
Kansas	4 2	...	65	10	...	...	...	...		
Kentucky	2-4 2 10	...	60	20	...	...	X 4 9	...		
Louisiana	6	...	55	30	...	...	...	...		
Maine	5	...	60	15 11	...	...	...	...		
Maryland	...	X	...	...	30	...	X	...		
Massachusetts	5	...	60	...	20	...	...	...		
Michigan	5 2	...	60	15	...	...	...	...		
Minnesota	5 2	...	55	30	...	...	X 4 5	...		
Mississippi	4 2	...	60	30	30	X X	...	...		







### ADDITIONAL SALARIED ACTIVITIES

Public primary teachers are not allowed to combine their teaching post with other posts in public education or administration.

They are not allowed to engage in private salaried activities or publish textbooks. A teacher, however, who is the author of a textbook used in the primary schools is given a money award.

### HOURS

Teachers are required to work for thirty-four hours a week. They are expected to be in school before the arrival, and during the departure, of the pupils.

No regulations exist concerning the time teachers should devote to preparation of lessons and correction of homework.

Teachers have one hundred and thirty-five days of fully paid holiday a year.

### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

At present no statutory insurance scheme exists. The Ministry plans to organise a provident fund for teaching staff.

To be admitted to full pension, teachers are required to have completed thirty years of service. They may, if they wish, retire on pension after twenty-five years' service. The age limit is 60. Pension is generally calculated as follows: years of service divided by sixty and multiplied by the average salary of the last five years.

For their pension rights all officials are required to contribute 7% of basic salary, retained at source.

On production of a medical certificate, teachers are entitled to sick leave on full pay up to a maximum of one hundred and twenty days, thereafter on half pay for a maximum of ninety days. Should their illness persist beyond this point, they are retired on pension if they have completed not less than fifteen years' service, or dismissed the service.

Maternity leave is granted for four months on full pay.

Teachers disabled in the course of their duties enjoy specially favourable terms for the calculation of retirement pension.

On the death of an official, his wife and those of his children who are not working are entitled to a half of the pension rights to which the deceased would have been entitled.

### FOREIGN TEACHERS

Foreign nationals are not eligible for appointment to posts in public schools. They may be admitted into schools where salaries are based on contract.

### PRIVATE SCHOOLS

The teaching staff of government-aided and government-inspected schools enjoy the same conditions as public teaching staff.

## THAILAND

From the reply sent by the Ministry of Education

### SALARIES

Public primary teachers in Thailand are civil servants, and are paid by the government out of the annual budget of the Ministry of Education.

They are all, men and women alike, on the same uniform salary scale, based on academic qualifications. The higher their qualifications, the higher is their commencing salary, which then increases according to grades each year, except in the case of misconduct, unsatisfactory results, default of duty, etc. The salaries do not go by categories of school, but by the academic qualifications of each individual teacher, as follows :

Category	Commencing Monthly Salary (in bahts)
Teachers possessing no specific teacher's training certificate	450
Teachers possessing provincial teacher's training certificate	475
Teachers possessing primary teacher's training certificate .	500
Teachers possessing junior secondary teacher's training certificate . . . . .	650
Teachers possessing senior secondary teacher's training certificate . . . . .	750

The above salaries were in force as from 1st January, 1952.

Each training certificate entitles its holder to the salaries as specified above. Apart from the certificates obtained through the training college courses for students, serving teachers can attend evening training centres and sit for external examinations especially designed for teachers desirous of obtaining higher certificates and thus higher salaries.

Head teachers are selected from the capable, conscientious senior teachers of high qualifications.

There is no probational system.

Promotions are made annually, and are requested by head teachers or their next superior on a form submitted to the education officer of each province, and are approved by the provincial administrative commissioner.

The number of men and women teachers in 1952 was 61,344 and 14,579 respectively.





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## INTRODUCTION

The International Bureau of Education carried out an inquiry in 1937-1938 on primary teachers' salaries and published the findings in the I.B.E. series. The volume served as basis for discussion at the VIIth International Conference on Public Education, held in Geneva in 1938, and a recommendation on the subject was passed by the Conference.

Any attempt to remedy the shortage of primary teachers existing almost throughout the world necessitates improving the material conditions of these teachers. This necessity has, in fact, become one of the major concerns of the education authorities. For this reason the Unesco-I.B.E. Joint Committee decided to place the question on the agenda of the XVIth International Conference on Public Education.

With a view to bringing its pre-war findings on the subject up-to-date, the International Bureau of Education sent out a new questionnaire to the Ministries of Education. The collection of new data proved a long process, and at the end of it all the reports received were submitted for final revision to the Ministries of Education. In those cases where no revised reply was received, it was assumed that the reports were still valid, and a footnote was merely added to them indicating the date when they were drawn up.

The reports here presented, giving the data for each individual country, are preceded by a world survey which attempts to give an overall picture of public primary teachers' legal status, salary scales, allowances, privileges, hours, holidays, and pensions, and of existing legislation as affecting primary teachers seeking to work in a foreign country and those working in private schools.

We are deeply grateful to the Ministries of Education of the fifty-six countries which have replied to this new inquiry by the International Bureau of Education, and to all those members of the staff who have assisted in carrying it out, in particular to Mr. Robert Mallet, responsible for the initial analysis of many of the replies, Miss Madeleine Pagano, Miss R. D. Cusden, and Mr. F. M. Newell.

François MARCHAND

*Research Division  
International Bureau of Education*

### ALLOWANCES

When not stationed in their own home town teachers receive a lodging allowance of 15% of salary.

Free lodging is provided in some schools where the government has been able to make such provision. Owing to the smallness of the budget it has so far proved impossible to provide enough houses for teachers.

Teachers get paid for all their actual expenses when they are transferred from one town to another. The class of travelling allowed varies according to their salary grade.

Teachers who are members of the Guru Sabha Teachers' Institute travel at half price by rail for all journeys.

There are no children's allowances.

### ADDITIONAL SALARIED ACTIVITIES

Sometimes teachers are additionally employed by the government in evening adult classes, for which they are paid extra. They are not entitled to combine their functions as primary teachers with other official functions of an administrative or other character.

Teachers are permitted to give private lessons, publish textbooks, and so on, out of school hours.

### HOURS

The duration of a teacher's weekly attendance depends on the head teacher's arrangements and the necessity of dividing the work among the teachers in accordance with the special function of each one. The head teacher is solely responsible in this matter.

A ministerial regulation exists requiring teachers to arrive fifteen minutes before school begins in the morning and to remain fifteen minutes after school is over.

The time spent on preparation of lessons and correction of homework is a matter for the conscience of the individual teacher.

### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

Since teachers are civil servants, they receive a pension on retirement. They are not required to contribute for this right.

Teachers with under fifteen years' service receive a lump sum equalling the number of years served multiplied by their last monthly salary. Those with fifteen years' service receive a monthly pension amounting to one quarter of last salary, and increasing in amount with each additional year of service. Those with thirty years' service, for example, receive a pension amounting to half their last salary. Pension is proportionate to years of service divided by sixty.

Teachers have no insurance scheme.

They may have up to four months' fully paid sick leave a year, and as many days of leave on personal grounds as their superior may judge reasonable and necessary.

Widows and orphans are not entitled to a pension except in the event of a teacher's death on duty by accident. In such a case the widow (or the orphans if the mother is dead) receives a pension amounting to last salary.

#### FOREIGN TEACHERS

Foreign nationals are eligible for appointments both in public and private primary schools. Their conditions of service are the same as those of Thailand nationals, except that they rank as special, not regular, civil servants.

The government makes no distinction between nationalities in this connection, but merely stipulates possession of the minimum required qualifications.

#### PRIVATE SCHOOLS

The directors or managers of private schools generally depend on their own budget and make their own arrangements with regard to salaries. Those of recognised and State-aided private schools pay or are assisted to pay their teachers on the same level as government teachers.

The tendency in well endowed private schools is to pay even higher salaries.

#### MISCELLANEOUS

Public primary teachers, irrespective of sex or religious faith, are government civil servants. They are protected by the same rules and enjoy the same rights and privileges as other civil servants. The government, in fact, grants them slightly higher salaries (given equivalent academic qualifications) in order to make the teaching profession more attractive. Civil servants other than teachers, moreover, are controlled by the central civil service, whereas teachers are free and come under their own teachers' board, the Guru Sabha board.

Civil servants other than teachers are paid according to the position they hold, and do not receive salary increments beyond a certain limit unless they are promoted to a higher position. Teachers, on the other hand, are considered technical civil servants whose promotion does not depend upon position but on length of service.



## UNION OF SOUTH AFRICA

From the reply sent by the National Bureau of Educational and Social Research

### SALARIES

Primary school teachers employed in schools under the four provincial education departments are employees of the four provincial administrations. No official service contract is signed since 1950, as the regulations are amended in such a way that once given a permanent post under the department a teacher can only be discharged on contravening the regulations governing the conditions of service of teachers.

In terms of sections 85, iii, of the South Africa Act, 1909, the provision of primary and secondary education facilities was legated to the provinces, which receive a subsidy from the Union Government to enable them to meet this responsibility, including the payment of teachers.

By agreement between the provinces a uniform scale of salaries for primary school teachers has existed in the Union since April, 1952, though the different provinces do not apply the same methods of grading posts, which cause slight differences in remuneration for some posts.

The scale of salaries of teachers in the Transvaal is taken as typical of scales applicable (in European schools) in South Africa, and is as follows:

#### ANNUAL SALARY SCALE ASSISTANTS IN PRIMARY SCHOOLS IN THE TRANSVAAL

Men						
Category	Salary		Yearly Increments			Time in Years to reach Maximum Salary
	Minimum £	Maximum £	£	£	£	
A . . .	325	750	9 of 25	+1 of 50	+ 6 of 25	17
B . . .	375	850	9 of 25	+1 of 50	+ 8 of 25	19
C . . .	425	875	9 of 25	+1 of 50	+ 7 of 25	18
D . . .	475	900	9 of 25	+1 of 50	+ 6 of 25	17
E . . .	525	925	9 of 25	+1 of 50	+ 5 of 25	16
F . . .	575	950	9 of 25	+1 of 50	+ 4 of 25	15
Women						
A . . .	280	680	9 of 20	+1 of 40	+ 9 of 20	20
B . . .	320	760	9 of 20	+1 of 40	+11 of 20	22
C . . .	360	780	9 of 20	+1 of 40	+10 of 20	21
D . . .	400	800	9 of 20	+1 of 40	+ 9 of 20	20
E . . .	440	820	9 of 20	+1 of 40	+ 8 of 20	19
F . . .	480	840	9 of 20	+1 of 40	+ 7 of 20	18

Infant school education does not yet form part of the education system, and therefore no salary scales have been laid down for teachers in infant schools.

Teachers of deviate children (speech defectives, hard of hearing, cripples and cardiacs, backward children, solarium patients, etc.) are paid according to the following scale :

**ANNUAL SALARY SCALE**  
**TEACHERS OF DEVIATE CHILDREN IN THE TRANSVAAL**

Men						
Category	Salary		Yearly Increments			Time in Years to reach Maximum Salary
	Minimum £	Maximum £	£	£	£	
A . . .	350	800	9 of 25	+1 of 50	+ 7 of 25	18
B . . .	400	900	9 of 25	+1 of 50	+ 9 of 25	20
C . . .	450	925	9 of 25	+1 of 50	+ 8 of 25	19
D . . .	500	950	9 of 25	+1 of 50	+ 7 of 25	18
E . . .	550	975	9 of 25	+1 of 50	+ 6 of 25	17
F . . .	600	1000	9 of 25	+1 of 50	+ 5 of 25	16
Women						
A . . .	300	720	9 of 20	+1 of 40	+10 of 20	21
B . . .	340	800	9 of 20	+1 of 40	+12 of 20	23
C . . .	380	820	9 of 20	+1 of 40	+11 of 20	22
D . . .	420	840	9 of 20	+1 of 40	+10 of 20	21
E . . .	460	860	9 of 20	+1 of 40	+ 9 of 20	20
F . . .	500	880	9 of 20	+1 of 40	+ 8 of 20	19

There are no higher primary schools in the Union..

**ANNUAL SALARY SCALE**  
**PRINCIPALS IN PRIMARY SCHOOLS IN THE TRANSVAAL**

Men						
Class	Salary		Yearly Increments		Time in Years to reach Maximum Salary	
	Minimum	Maximum				
	£	£	£	£		
P.A. . . .	920	1200	2 of 40	+4 of 50	7	
P.B. . . .	840	1150	4 of 40	+3 of 50	8	
P.C. . . .	760	1100	6 of 40	+2 of 50	9	
P.D. . . .	700	1000	2 of 30	+6 of 40 + 1 of 50	10	
P.E. . . .	640	1000	4 of 30	+6 of 40	11	
P.F. . . .	550	950	8 of 30	+4 of 40	13	
Women						
A . . . .	736	1080	2 of 32	+7 of 40	10	
B . . . .	672	1040	4 of 32	+6 of 40	11	
C . . . .	608	1000	6 of 32	+5 of 40	12	
D . . . .	560	960	2 of 24	+6 of 32 + 4 of 40	13	
E . . . .	512	920	4 of 24	+6 of 32 + 3 of 40	14	
F . . . .	440	880	7 of 24	+6 of 32 + 2 of 40	16	

**ANNUAL SALARY SCALE**  
**VICE-PRINCIPALS OF PRIMARY SCHOOLS IN THE TRANSVAAL**

Class	Men					Time in Years to reach Maximum Salary
	Salary		Yearly Increments			
	Minimum	Maximum				
	£	£	£	£	£	
A . . .	755	1075	1 of 30	+6 of 40	+1 of 50	9
B . . .	665	1025	4 of 30	+6 of 40		11
C . . .	565	975	7 of 30	+5 of 40		13
D . . .	525	925	8 of 30	+4 of 40		13

Class	Salary		Women			Times in Years to reach Maximum Salary
	Minimum	Maximum	Yearly Increments			
	£	£	£	£	£	
A . . .	604	980	1 of 24+6	of 32+4	of 40	12
B . . .	532	940	4 of 24+6	of 32+3	of 40	14
C . . .	460	900	7 of 24+6	of 32+2	of 40	16
D . . .	436	860	8 of 24+6	of 32+1	of 40	16

Teachers are classified according to the duration of their successful courses of academic and professional training recognised and accepted, as follows :

#### *Classification of teachers in categories*

*Category A:* Any recognised professional qualification lower than that prescribed for category B.

*Category B:* Two years beyond the level of the Transvaal Secondary School Certificate.

*Category C:* Three years beyond the level of the Transvaal Secondary School Certificate.

*Category D:* Four years beyond the level of the Transvaal Secondary School Certificate.

*Category E:* Five years beyond the level of the Transvaal Secondary School Certificate.

*Category F:* Six years beyond the level of the Transvaal Secondary School Certificate.

Principals are classified according to the number of pupils in their school, as follows :

#### *Classification of Principals*

P.A. : Principals of schools with 400 or more pupils.

P.B. : Principals of schools with 300-399 pupils.

P.C. : Principals of schools with 200-299 pupils.

P.D. : Principals of schools with 100-199 pupils.

P.E. : Principals of schools with 50-99 pupils.

P.F. : Principals of schools with less than 50 pupils.

Student teachers receive no remuneration. Teachers during their probationary period receive a salary equal to the first notch of their salary scale.

Vacancies in all posts are advertised and interested candidates apply for these posts. It should be noted that each district has a school board responsible for all the schools in the district, and that each school has its own school committee. The school committee selects an applicant for the vacancy, and forwards its choice to the school board, who, if it is satisfied with the candidate, forwards it to the Department of Education, which makes the final selection and appointment.



NUMBER AND PERCENTAGE OF MEN AND WOMEN TEACHERS  
IN EACH CATEGORY OF SALARY SCALE

<i>Principals</i>							
Grade	Category	Men	Women	Total	Men as a % of Total	Women as a % of Total	Men & Women as a % of total Men & Women
P.A.	—	152	13	165	23.71	2.03	25.74
P.B.	—	56	14	70	8.73	2.19	10.92
P.C.	—	49	10	59	7.64	1.56	9.20
P.D.	—	117	1	118	18.25	0.16	18.41
P.E.	—	128	2	130	19.97	0.31	20.28
P.F.	—	98	1	99	15.29	0.16	15.45
Total		600	41	641	93.69	6.41	100
<i>Vice-Principals</i>							
P.A.	}	188	29	217	49.60	7.65	57.25
P.B.							
P.C.		150	12	162	39.58	3.17	42.75
P.D.	—						
Total		338	41	379	89.18	10.82	100
<i>Assistants</i>							
A	D	83	42	125	2.04	1.03	3.07
A	C	392	351	743	9.65	8.64	18.29
B	D						
A	B	430	1286	1716	10.59	31.66	42.25
B	C						
A	A	0	3	3	0	0.07	0.07
B	B	184	1195	1379	4.53	29.42	33.95
B	A	1	95	96	0.02	2.34	2.36
Total		1090	2972	4062	26.83	73.17	100

ALLOWANCES

Cost-of-living allowances, additional to the above scales, of £320 per annum for married and £100 per annum for unmarried teachers are paid throughout the Union. Special allowances of £60 and £30 for married and unmarried teachers respectively, are paid in the centres where the cost of living is highest, on condition that the total salary thus paid, does not exceed £690 and £360 respectively.

Teachers in unhealthy climates and malarial areas are eligible for a climatic allowance at a rate which is determined from time to time on the recommendation of the inspector of schools.

There is no scheme for board and lodging for teachers, but hostels are attached to many schools. Resident superintendents, housemasters and housemistresses are appointed from the teaching staff for management and supervision. They have in normal times the advantage of free board and lodging, but at present they pay an insignificant proportion of their cost-of-living allowance for these services.

A railway concession at excursion rates is granted to all members of the teaching profession once annually. This concession is not applicable to members of teachers' families.

These allowances, except the board and lodging, are all paid in cash. Provincial regulations authorize these payments.

### ADDITIONAL SALARIED ACTIVITIES

Primary school teachers may take continuation and evening classes for additional payment, provided their own work is not interfered with, and that there are no other suitable persons available to undertake the work. Permission of the education department must first be obtained.

Teachers are debarred from actively taking part in politics. In the event of a teacher accepting nomination for election as a member of the Union Parliament or of any provincial council, he shall be deemed to have voluntarily resigned from the service as from the date of such nomination.

The administrator may grant permission to a teacher to accept nomination for election to, and to serve on, a health committee or municipal council, if he is satisfied, after inquiry, that such teacher's duties as a member of the teaching staff will not thereby in any way be interfered with; provided that in the event of any question arising between the Union Government or any provincial administration and any such council or committee, any teacher who may have been permitted to become a member thereof shall take no part in the discussion, nor give any vote on any such question.

With the special permission of the head of the department teachers may compile and publish textbooks for private gain. The same applies to private lessons.

### HOURS

Normally a teacher is required to be present at school for twenty-five hours per week in a five-day week and to be there punctually.

Principals in charge of schools with enrolments of 100 to 200 pupils must be in attendance at their offices on the day preceding the opening day of school after the summer and winter vacations. In the case of schools with enrolments of over 200 the principals should be in attendance at their schools on the two days preceding the opening day after these holidays.

In general a teacher's responsibilities are not wholly restricted to the performance of his duties within the school hours and school premises. He must take his due share when required by the principal in the organisation and supervision of school libraries, sport, expeditions, cadet corps, and other activities connected with the school.

Furthermore, he may be required by the director to reside in a recognised hostel attached to the school on the usual conditions or to reside within reasonable proximity of the school, and if he is not resident in a hostel, then the distance of residence from the school shall not form an excuse for non-participation in the activities as outlined above.

No regulations exist concerning the time teachers should devote to preparation of lessons and correction.

In addition to the ordinary school holidays, teachers are entitled to twelve days' vacation leave for each completed year of service and a proportionate amount for any additional portion of a year. The actual school days in one calendar year number two hundred. This vacation leave cannot be taken yearly, but accumulates until one term can be taken as leave.

During all school holidays and vacation leave teachers are fully paid.

## PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

Each provincial administration has its own compulsory pension scheme for teachers, to which all permanent teachers contribute according to their age on admission to the fund.

A male teacher is usually eligible for retirement at the age of sixty years and a woman teacher at the age of fifty-five years. Any teacher who has reached the prescribed age for retirement has a right to retire and his services should only be retained if such course is deemed to be in the public interest.

A teacher, having contributed to the pension fund for ten years or more, found to be in ill-health caused without his own default, and certified unfit by a medical board approved by the Department, may be temporarily retired for a period up to two years. If at the end of that period he is still certified unfit for duty he shall be deemed to have finally retired from the service of the department.

Pension contributions vary according to sex, and age on commencement of pensionable service, as follows:

## PERCENTAGE OF PENSIONABLE EMOLUMENTS

*Male Teachers*

Age at commencement	Percentage
Under 40 years . . . . .	6.5
" 40 " . . . . .	6.75
" 41 " . . . . .	6.95
" 42 " . . . . .	7.15
" 43 " . . . . .	7.35
" 44 " . . . . .	7.55
" 45 " . . . . .	7.75
" 46 " . . . . .	7.95
" 47 " . . . . .	8.15
" 48 " . . . . .	8.35
" 49 " . . . . .	8.55

*Female Teachers*

Under 35 years . . . . .	8
" 35 " . . . . .	8.25
" 36 " . . . . .	8.5
" 37 " . . . . .	8.75
" 38 " . . . . .	9
" 39 " . . . . .	9.25
" 40 " . . . . .	9.55
" 41 " . . . . .	9.85
" 42 " . . . . .	10.15
" 43 " . . . . .	10.45
" 44 " . . . . .	10.75

Contributions are deducted at source.

The monthly pension amounts to one seven-hundred-and-twentieth of average salary (last seven years) multiplied by years of service.

Sick leave amounts to ninety days on full pay and ninety days on half pay in each cycle of three years. The application for sick leave must be accompanied by a medical certificate. Sick leave may only be granted in



respect of some illness, disease or injury not due to misconduct or to lack of reasonable care. No sick leave is granted in respect of neurasthenia, insomnia, debility or other ill-defined disease. No contributions are required.

Where a teacher has insufficient sick leave on full and half pay to his credit, sick leave without pay may be granted or he may utilise vacation leave on full pay, if he has such leave to his credit.

There is no pension fund for the widow and for children of a deceased teacher. If death takes place before retirement an amount equal to double the contributions of the officer concerned is paid to a widow or widower or child or step-child or step-children or to a father, mother, brother or sister dependent on the officer for support and maintenance. No payments are made to or for the benefit of any other collateral or more distant relative.

If a teacher dies within five years after the date of his retirement, there shall be paid to or to the benefit of the persons mentioned above, either the annuity which such person, if he had not died, would have drawn during the unexpired portion of the period of five years aforesaid, or a gratuity equal to the sum of the annuity payments during such unexpired portion of the five years aforesaid, together with any other gratuity payable.

The Unemployment Insurance Act of 1946 makes provision for temporary men teachers and temporary unmarried women teachers to contribute to this national fund and to derive the privileges for which it makes provision.

If a teacher, who has contributed for thirteen weeks to the fund, is unemployed, benefits can be obtained according to the following scale :

Annual Salary £	Weekly Contribution	Weekly Benefit £
286 - 338	1/9	3.3.0
338 - 390	1/10	3.13.6
390 - 442	1/11	4. 4.0
442 - 750	3/-	4.14.6

This is not a fund exclusively for teachers, but a national fund to which teachers are also admitted.

#### FOREIGN TEACHERS

Nationals from other countries are admitted as teachers in public schools on the following conditions :

(a) The Department of Education uses its discretion in deciding whether a person of a specific nation and culture would be able to adapt himself to the specific racial conditions in the Union.

(b) The Department of Education must recognize the qualifications of such an applicant.

(c) The applicant must be able to teach through the medium of one of the official languages of the Union.

(d) A probation period must be served by the applicant until the Department is convinced that such a person can perform his duties satisfactorily.

Once appointed permanently such teachers are on an equal footing with Union teachers.

The Union of South Africa is not a federation but a Union of four provinces. Each province provides its own educational facilities within its boundaries. Teachers going from one province to another enjoy the same privileges as the teachers already in the province. Even accumulated leave and pension payments are transferred to the new province.

#### PRIVATE SCHOOLS

As education in the Union is compulsory, all private schools have to be registered, although no conditions are laid down for the employment and payment of teachers, and each school has its individual conditions.

In the case of state-aided schools the conditions laid down for public schools apply.

Approximately eleven and a half times as many teachers were employed in 1950 in state schools as in private schools.

## UNITED KINGDOM

### England and Wales

From the reply sent by the Ministry of Education

#### SALARIES

Teachers in maintained primary schools are not civil servants, that is to say, they are neither employed nor paid by the State, but by local authorities. They are appointed by local authorities or by the managers of certain types of voluntary schools. Teachers, other than those employed in an emergency or on special occasions, have to be employed under a written agreement defining the conditions of service, of which they have to be given a copy.

All teachers in maintained primary and secondary schools are now described as qualified if they have completed successfully an approved course of teacher training or hold other qualifications specially approved, and thus fulfil the conditions of the Schools Grant Regulations, 1951.

The Ministry of Education does not recognise different categories of "qualified teacher". It is for employers to see that they use teachers for work for which they are suited.

The Minister may approve the employment as a temporary teacher of a person over the age of eighteen years, subject to the following conditions :

(a) The period of such approval shall not exceed five years unless the Minister, having regard to the available supply of teachers and candidates, thinks fit to extend the period from year to year.

(b) The teacher shall in every case satisfy the Minister of his health and physical capacity for teaching.

(c) The teacher, in the case of a school or class other than a nursery school or nursery class, shall have passed an examination which qualifies him for admission to a teachers' training college or shall possess other approved qualifications.

(d) The teacher, in the case of a nursery school or nursery class, shall have completed to the satisfaction of the Minister, a course of instruction in child care or possess other approved qualifications.

In an emergency or on a special occasion a person who is not qualified for employment as a regular assistant teacher may be employed as an



occasional teacher in substitution for a regular assistant teacher, subject to the authority being satisfied as to his physical capacity.

In special circumstances a person who is not qualified for employment as a regular assistant teacher but is otherwise suitable may be employed for part-time instruction in approved subjects.

Teachers in maintained primary and secondary schools are paid by the local education authorities, who receive from the Minister of Education grants from exchequer funds in aid of expenditure.

Teachers in full-time service in maintained and secondary schools are paid in accordance with the following scales laid down in the "Burnham Primary and Secondary Schools Report, 1951":

#### SALARY SCALES FOR TEACHERS AS FROM 1951

	Minimum	Annual Increment	Maximum
	£	£	£
Qualified assistant teacher (men) . .	375	18 *	630
Qualified assistant teacher (women) .	338	15 **	504
Unqualified assistant teacher (men) .	225	15	375
Unqualified assistant teacher (women)	202	12 ***	338
Temporary Teacher (men) . . . . .	225	15	285
Temporary Teacher (women) . . . . .	202	12	250

\* Final Increment £21; \*\* Final Increment £16; \*\*\* Final Increment £4.

With effect from 1st July, 1952, a "Special addition to salary" at the rate of £40 per annum in the case of men and £32 per annum in the case of women is made to the salary as otherwise determined under the provisions of the Report.

Additions to the scales are payable (a) for training, (b) for graduates, (c) in respect of experience gained prior to obtaining the qualification by virtue of which a teacher is approved as a qualified teacher, (d) to teachers of special classes approved by the Minister for partially deaf or partially sighted children in schools other than special schools, (e) to teachers employed in special schools conducted under the "Handicapped pupils and School Health Regulations".

Qualified headteachers of primary or secondary schools other than special schools receive the same salaries as qualified assistant teachers, together with a headteacher allowance determined in the following manner:

(a) A "unit total" shall be ascertained for the school by reference to the number of pupils on the roll classified in four age groups:

For each pupil under 15 years of age . . . . .	1 unit
For each pupil between 15 and 16 . . . . .	4 units
For each pupil between 16 and 17 . . . . .	7 units
For each pupil 17 and over . . . . .	10 units

(b) The amount of the headteacher allowance shall be assessed on the basis of the "unit total" in accordance with the following scale:

## SCALE OF HEADTEACHER ALLOWANCE

Group . .	0	I	II	III	IV	V	VI	VII-XXII
Unit	1-	41-	101-	201-	301-	401-	501-	
Total .	40	100	200	300	400	500	600	Similar increases up to 3001 or over
Men . .	£55	£80	£110	£145	£180	£220	£260	Similar increases of £40 up to £900
Women .	50	75	100	130	160	195	230	Similar increases of £35 up to £790

Qualified headteachers of special schools shall receive the same salaries as qualified assistant teachers in such schools, together with a headteacher allowance to be determined in the manner laid down below.

A "unit total" shall be ascertained for a special school by reference to the number of pupils on the roll, as follows :

	For each pupil count
Delicate children . . . . .	2 units
Educationally sub-normal, Epileptic, Physically-Handicapped children, Children in Hospital schools . . . . .	3 units
Blind, Partially-sighted, Maladjusted children . . . . .	4 units
Deaf, Partially-deaf, and children suffering from Speech defect	6 units

The amount of the headteacher allowance shall be assessed on the basis of the "unit total" in accordance with the following scale :

## SCALE OF SPECIAL SCHOOLS HEADTEACHER ALLOWANCE

Group . . .	I (s)	II (s)	III (s)	IV (s)	V (s)	VI (s)	VII (s)	VIII (s)
Unit Total .	60 or less	61-180	181-360	361-540	541-780	781-1020	1021-1260	Over 1260
Men . . . .	£80	£110	£150	£190	£235	£280	£325	£370
Women . . .	75	100	135	170	210	250	290	330

Unqualified headteachers in a primary or secondary school other than a special school receive the same salaries as unqualified assistant teachers, together with a headteacher allowance of £55 in the case of men and £50 in the case of women.

Unqualified headteachers of special schools receive the same salaries as unqualified assistant teachers in such schools together with a headteacher allowance of £80 in the case of men and £75 in the case of women.

The employment of student teachers has been virtually discontinued, as it is held to be against the interests of children and students alike. The first year of service of a teacher as a qualified teacher is regarded as a probationary year, but this does not affect his salary (unless, of course, he is declared unsuitable for further employment at the end of the year).

There is no prescribed system of promotion : local education authorities make their own arrangements. Appointment or vacancies are usually advertised or otherwise made known to a field of candidates. There are, however, financial allowances for the posts of special responsibility.

A qualified male assistant teacher reaches the top of the basic scale salary after fourteen years of service, and a female one reaches it after eleven years.

The following table shows the number of teachers in maintained and assisted primary and secondary schools, and special schools, in England and Wales on 31st March, 1951.

## NUMBER OF TEACHERS AS AT 31.3.1951

I. — *Primary and Secondary Schools*

	Heads	Men Assist.	Total	Heads	Women Assist.	Total	Total Men and Women
Qualified Teachers .	12,644	69,791	82,435	14,982	111,483	126,465	208,900
Non-qualified Teachers .	—	197	197	27	4,167	4,194	4,391
Temporary Teachers .	—	249	249	—	1,442	1,442	1,691
Totals *	12,644	70,237	82,881	15,009	117,092	132,101	214,982

\* Distributed in Primary and Secondary Schools :

	Men	Women	Total
Primary . . . . .	38,067	95,936	134,003
Secondary . . . . .	44,814	36,165	80,979
Totals	82,881	132,101	214,982

It is not possible to give separate figures for primary and secondary schools for the different categories of teachers.

II. — *Teachers in Special Schools  
(including Direct Grant Special Schools)*

	Heads	Men Assist.	Total	Heads	Women Assist.	Total	Total Men and Women
Qualified Teachers .	187	928	1,115	359	1,824	2,183	3,298
Non-qualified Teachers .	—	36	36	1	85	86	122
Temporary Teachers .	—	7	7	—	32	32	39
Totals	187	971	1,158	360	1,941	2,301	3,459

## ALLOWANCES

Teachers serving in schools in the London area receive an additional annual payment at the rate of £36 if under thirty-seven years of age, and £48 per annum upon attaining that age or completing sixteen years' full-time teaching service, whichever is earlier.

For assistant teachers provision is made for the payment of special allowances (over and above the remuneration otherwise payable) for special responsibility, special work of an advanced character, special qualifications and for other reasons which in the opinion of the authority justify such allowance. The amount of the allowance payable in each school, including special schools (but see (b) below) is based on the unit total and is determined by a prescribed formula. In addition an "Area Pool" is provided at the rate of four shillings for each registered pupil in schools maintained by the local education authority in order to meet the particular needs of a school, and out of which the authority may make special allowances for the following purposes :



(a) To supplement allowances to assistant teachers where an authority considers the amount provided by the formula to be inadequate to meet the needs of the school.

(b) To make special allowances to assistant teachers in special schools.

(c) To pay a special allowance to mitigate or prevent hardship to an assistant teacher whose post is lost, or whose salary is diminished as a result of the reorganisation or closure of a school.

(d) To pay a special allowance (over and above the remuneration otherwise payable) to a head teacher where the authority consider that the salary is not adequate having regard to the duties and responsibilities involved, and in cases of hardship.

An allowance granted to an assistant teacher must not be less than £40.

Except as provided by these provisions, no arrangements are made in the Report for additional payments in respect of full-time service exclusively in the capacity of a teacher.

No special privileges by way of expenses, facilities for their children's studies, etc., are granted to teachers in primary and secondary schools.

### ADDITIONAL SALARIED ACTIVITIES

The additional salaried activities that teachers may carry on are questions for determination by the teacher's employer, having regard to the terms of the agreement made with the teacher and of any local regulations in force.

### HOURS

The law does not require any number of hours of attendance per week from teachers, but the minimum length of morning or afternoon sessions must comprise :

(a) in the case of a nursery school or nursery class, at least one and a half hours of suitable training and activities ; and

(b) in any other case at least one and a half hours of secular instruction in a school or class for pupils mainly under the age of eight years ; and at least two hours of such instruction in a school or class for pupils mainly over that age.

The Authority may approve less than the prescribed minimum period of secular instruction for one session on any day if they are satisfied that the pupils attending that session will, on that day, receive in the aggregate, as may be appropriate to their ages, not less than three hours or not less than four hours of such instruction.

In calculating any period in the above way, the time allowed for marking the registers is to be excluded, but the necessary time for recrea-

tion and any part of the school hours occupied by the medical examination, inspection and treatment of pupils may be included.

Some nursery schools (for children aged 2-5) have extended hours to suit working mothers, but additional staff are engaged so that teachers do not have to work longer hours than are usual. There are general regulations that schools must be kept at a satisfactory level of efficiency and that the instruction given must be in accordance with a suitable curriculum and syllabus, but nothing more specific about school hours is prescribed by law. Local authorities are allowed to make their own arrangements; the general practice is for schools to meet on Monday to Friday (all day) but not on Saturdays or Sundays.

Teachers are not required by law to be in school before the arrival and after the departure of their pupils, for supervision purposes.

There are no legislative regulations concerning the time that teachers must spend on the preparation of their lessons and on the correction of homework, or on other activities.

Regulation 16 of the Schools Grant Regulations, 1951, lays down the length of school holidays. It prescribes that the educational year shall be divided into not more than four terms amounting to not less than forty weeks during which the school shall meet on not less than two hundred days, of which not more than ten may be occasional holidays. Holidays between terms can therefore amount to anything up to twelve weeks per annum. Some nursery schools have shorter holidays as well as extended hours, to suit working mothers.

All these holidays are fully paid for teachers who are in permanent service.

#### ILLNESS, PENSIONS, DISABILITY, UNEMPLOYMENT

A national compulsory system of teachers' superannuation, administered by the state, covers the great majority of teachers in maintained primary and secondary schools.

The main conditions for pension on the grounds of age are :

- (a) attainment of the age of 60 years ; and
- (b) service for thirty years (certain reductions of this period are however granted to teachers who were under a former system of superannuation ; to women teachers absent from teaching while married ; and to persons entering or re-entering the profession late in life).

The scale of pensions, for each year of pensionable service, is :

- (a) an allowance of  $\frac{1}{80}$  of the average salary of the last five years pensionable service, up to a limit of  $\frac{40}{80}$  (in some cases a small reduction is made where contributions have been reduced since July, 1948) ;
- (b) a lump sum of  $\frac{1}{30}$  of the same average, up to a limit of  $\frac{45}{30}$ .

Contributions of five per cent are deducted from the teachers' salaries. In some cases since July, 1948, a small reduction of contributions is made in consequence of " National Insurance " contributions being payable.



The teachers' employers also pay an equivalent contribution of which a proportion is repaid to them by the State.

Employers impose their own rules in matter of sick pay.

Disability pension or superannuation allowance is payable on retirement from pensionable service through permanent disability after ten years (or more) of such service. Where the pensionable service is less than ten years a short service gratuity (single payment) is granted.

Disability pension consists of an annual superannuation allowance payable for life, and a lump sum, both calculated on the same basis as superannuation allowances on the ground of age.

A short service gratuity is  $1/12$  of the average salary for the last five years in respect of each year of pensionable service.

Disability benefits are covered by the general superannuation contributions.

No general scheme for the benefit of widows or orphans of pensionable teachers is in force at present, but the question of making such provision is under consideration. A pensionable teacher who is of good health may on retirement allocate a part of his pension for the benefit of his widow or dependent surviving him.

Since July, 1948, teachers, like everybody else in England and Wales, have been compulsorily subject to the national insurance system and may qualify for benefits under it as well as under the teachers' superannuation system. The national insurance system provides benefits for widows and orphans.

Teachers in pensionable service are insured against unemployment in the national insurance system.

#### FOREIGN TEACHERS

Nationals of other countries teaching in this country are pensionable under the teachers' superannuation system and insurable under the National insurance system. Salaries are payable on the same conditions as for nationals.

#### PRIVATE SCHOOLS

Private schools are not subsidised or controlled by the State (though they are liable to inspection), but the teachers in certain private schools recognised as efficient by the Ministry of Education may participate in contributory pensions schemes, administered by the State and providing benefits similar to those obtainable under the State scheme for teachers in other schools. Two such schemes have been made, one in 1926 and the other in 1948.

Under the 1926 Scheme contributions are payable at the rate of five per cent of salary by the teacher and five per cent by the employer; and benefits are calculated on the average salary for the whole of the service in schools approved under the 1926 Scheme. Under the 1948 Scheme contributions are payable at the rate of  $6\frac{1}{4}$  per cent of salary by the teacher and  $6\frac{1}{4}$  per cent by the employer; and benefits are calculated on the average salary for the last five years of service in schools accepted under the 1948 Scheme.



## Scotland

From the reply sent by the Scottish Education Department

### SALARIES

Teachers in Scottish public schools providing primary education are in the service of the local education authorities. There are thirty-five such authorities, four being town councils and thirty-one county councils. Appointments are usually subject to a month's notice on either side but, normally, teachers who have been given permanent appointments by an authority are retained (if they so desire) in that authority's service throughout their careers.

The power of an education authority to terminate the appointment of a teacher is subject to the qualification that a resolution to secure the dismissal of a certificated teacher must comply with certain statutory requirements. A teacher so dismissed has a statutory right of appeal within a specified time to the Secretary of State, and if, after inquiry, the latter does not regard the dismissal as reasonably justifiable, he asks the education authority to reconsider their resolution. If the education

#### ANNUAL BASIC SCALES OF SALARY I, VII, VIII AND IX

Service Year	Salary Scale			
	I	VII	VIII	IX
	£	£	£	£
1st . . . . .	475	367	397	417
2nd . . . . .	490	377	407	427
3rd . . . . .	505	387	417	437
4th . . . . .	520	397	427	447
5th . . . . .	535	407	437	457
6th . . . . .	550	417	447	467
7th . . . . .	565	427	457	477
8th . . . . .	580	437	467	487
9th . . . . .	595	447	477	497
10th . . . . .	610	457	487	507
11th . . . . .	625	467	497	522
12th . . . . .	645	477	507	537
13th . . . . .	665	487	517	547
14th . . . . .	685	497	527	577
15th . . . . .	705	512	537	587
16th . . . . .	725	527	547	597
17th . . . . .	745	542	557	612
18th . . . . .	765 <sup>1</sup>	557	567	627 <sup>1</sup>
19th . . . . .	—	572	577	—
20th . . . . .	—	587 <sup>2</sup>	587 <sup>2</sup>	—
21st . . . . .	—	597 <sup>3</sup>	597 <sup>3</sup>	—
22nd . . . . .	—	612 <sup>3</sup>	612 <sup>3</sup>	—
23rd . . . . .	—	627 <sup>1 3</sup>	627 <sup>1 3</sup>	—

<sup>1</sup> Salary rate applicable to each further year of service under this scale.

<sup>2</sup> Salary rate applicable to each further year of service except for the teachers mentioned in the next footnote.

<sup>3</sup> Salary rate applicable only to holders of the "Teacher's General Certificate" who before 1st October, 1919, entered upon training for that certificate or training approved as equivalent thereto.



authority do not depart from their resolution within a specified period, the Secretary of State may require the authority to pay the teacher as compensation a sum not exceeding one year's salary.

Teachers are paid by the local education authority, which receives from the national exchequer a grant in aid of expenditure.

"Teachers' Salaries (Scotland) Regulations, 1951", as amended in 1951 and 1952, prescribe scales of salary for certificated teachers (i.e., teachers holding a qualification granted by the Department) and for uncertificated teachers of technical subjects (e.g., art, physical education, domestic subjects, music, educational handwork) who have been employed whole-time by the education authorities since 31st March, 1951.

Under these regulations, there are ten basic scales of salary. The scales most commonly applicable in the case of non-specialist teachers are scales I (men) and VII, VIII and IX (women).

#### QUALIFICATIONS IN RELATION TO BASIC SCALES

Qualifications	Basic Scale Applicable	
	Men	Women
Teacher's General Certificate, and		
(a) less than 4 years' training . .	I	VII
(b) 4 years' training . . . . .	I	VIII
(c) graduation and training . . .	I	IX

Teachers holding the "Teacher's Technical Certificate" are placed on basic scales whose commencing salary varies, according to their subject and qualifications, from £400 to £435 per annum in the case of men, and from £327 to £367 in the case of women. For all teachers the appropriate scale is payable whether or not the teacher is a probationer.

The increases and scales of supplements payable to holders of posts of special responsibility (e.g., headteachers of primary schools and of schools for handicapped children, and assistant teachers of handicapped children) are detailed in the following table :

#### INCREASES AND SCALES OF SUPPLEMENT FOR PRIMARY POSTS \* OF SPECIAL RESPONSIBILITY

Post	Scale of Supplement Applicable or Amount of Increase
Headteacher of :	
(a) a primary school	XIV
(b) a school for deaf or hard-of-hearing children	XVII
(c) a school for blind or partially sighted children	XVIII
(d) a school for mentally handicapped children	XIX
(e) a school for physically handicapped children, other than blind or deaf children	XIV
(f) a school for children of two or more of the categories described in (b), (c), (d) and (e)	XIX

\* Primary departments of secondary establishments not included.

Post	Scale of Supplement Applicable or Amount of Increase
Deputy Headteacher, Second Master, First Assistant, Senior Woman Assistant, of a primary school	25% of the amount that would be payable under scale XIV to the headteacher if the school consisted wholly of the part or parts which the teacher concerned is appointed to supervise.
Infant Mistress of a primary school	30% of the supplement payable to the headteacher of a primary school in the same category.
Teacher wholly responsible to the headteacher for a group of classes for handicapped children	XXII
Teacher employed whole-time in a special school or special classes, who	
(a) holds the required qualifications	£75 a year
(b) does not hold the required qualifications	£25 a year
Teacher in charge of a class for backward or retarded pupils in a primary class	£10 a year in the first year of service, and £20 in each subsequent year.

ANNUAL INCREASES PAYABLE UNDER SCALES OF SUPPLEMENTS  
XIV, XVII, XVIII & XIX

Scale	Average Number of Pupils in Attendance	Annual Amount of Increase payable £
XIV	50 or less . . . . .	40
	51 to 100 . . . . .	70
	101 to 180 . . . . .	115
	181 to 450 . . . . .	160
	451 to 650 . . . . .	220
	651 or over . . . . .	310
XVII	10 or less . . . . .	35
	11 to 30 . . . . .	65
	31 to 60 . . . . .	100
	61 to 100 . . . . .	130
	101 or over . . . . .	160
XVIII	20 or less . . . . .	35
	21 to 60 . . . . .	65
	61 to 100 . . . . .	100
	101 to 160 . . . . .	130
	161 or over . . . . .	160
XIX	20 or less . . . . .	35
	21 to 60 . . . . .	65
	61 to 100 . . . . .	100
	101 to 160 . . . . .	130
	161 to 250 . . . . .	160
	251 to 300 . . . . .	190
	301 to 350 . . . . .	220
	351 or over . . . . .	250

Student teachers are not normally employed in Scotland, and no scale of salary for such teachers is prescribed.

If a teacher is not performing his duties to the satisfaction of the education authority, it is in the power of the authority to postpone for one



salary year all increments payable, after the date of the resolution for the adoption of the said postponement, to the said teacher, in accordance with any of the scales having increments according to service years.

If at any time within six weeks after the adoption of such a resolution a petition is presented to the Secretary of State by the said teacher praying for an inquiry into the reasons for the postponement, the Secretary of State may make such enquiry as he sees fit, and if as a result of such enquiry he is of opinion that the postponement is not reasonably justifiable he communicates such opinion to the education authority and the resolution is thereupon deemed never to have been adopted.

It is in the power of the education authority at any time to annul any resolution of postponement, and such a resolution thereupon ceases to have effect so far as the salary year in which it is annulled and subsequent salary years are concerned.

Apart from normal progress in the basic salary scale, which is subject to the conditions laid down above, promotion is by selection and is within the education authority's discretion.

#### NUMBER OF PUBLIC PRIMARY TEACHERS AS AT 1ST OCTOBER 1951

	Men	Women	Total	Percentage
Teacher's General Certificate :				
Non-graduate . . . . .	870	10,940	11,810	68.52
Graduate . . . . .	1,807	3,393	5,200	30.17
Teacher's Special Certificate . .	73	37	110	0.64
Teacher's Technical Certificate .	44	71	115	0.67
Total	2,794	14,441	17,235	100.00

#### ALLOWANCES

Where a teacher is employed in a remote school, the basic scale applicable to his salary is increased by the sum of £30 per annum if the school is on the mainland of Scotland, and by the sum of £40 per annum if the school is on one of the islands included in an approved list.

Where an education authority provides a house for a teacher, the gross annual value of the house and the amount of the occupier's rate, if paid by the education authority, are reckoned as part of the teacher's salary.

#### ADDITIONAL SALARIED ACTIVITIES

The activities of teachers outside school hours are not subject to Departmental regulations. It is improbable that an education authority would raise any objection to such activities so long as they did not interfere with teaching duties.

#### HOURS

No minimum period of attendance per week is laid down. The teacher must be present when the school is open and the school must make at least four hundred openings each year. As a rule, two openings of not

less than two hours each are made each day. A normal number of hours' attendance per week would be 25-30.

The presence of teachers in school before the arrival and after the departure of their pupils, for supervision purposes, is a matter for the local authority to arrange.

There is no legislative regulation concerning the time that teachers must spend on the preparation of their lessons and on the correction of homework, or on other activities.

Excluding Saturdays and Sundays, annual leave amounts to between fifty and sixty days. All holidays are fully paid in the case of permanent teachers. In the case of temporary teachers, salary is payable only in respect of each day of service but at the increased rate per day of one two-hundredth of the annual rate of salary.

### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

There is a superannuation scheme for teachers, to which all recognised teachers in service must contribute. The scheme is established under an Act of Parliament and is administered by the State.

Under the "National Insurance Act, 1946", teachers in service under the superannuation scheme, who were previously exempt from the "National Health, Pensions and Unemployment Insurance Schemes", are required to pay national insurance contributions and will be able to qualify for national insurance pensions. Modifications of the scheme accordingly provide for reduced contributions and benefits in the case of new entrants and other teachers who elect to have the modifications applied to them.

A recognised teacher has right to a pension at the age of 60 (or later if the retirement is between the ages of 60 and 65) if he or she has completed either of the two following periods: (a) thirty years' service, or (b) service of not less than two-thirds of the period between the date of entry into service (or other specified employment) and the date of the teacher's sixty-fifth birthday, provided that such service does not amount to less than ten years. The period of thirty years in alternative (a) is reduced in the case of a married woman by the number of years, not exceeding ten, during which she was, while married, not engaged in teaching; and the requirement of two-thirds in alternative (b) is reduced to one-half in certain circumstances, but this reduction is only a temporary concession.

A teacher with not less than ten years' service who satisfies the Department that he or she has become permanently incapable, owing to mental or physical infirmity, of being an efficient teacher, is also entitled to a pension.

In reckoning whether a teacher has satisfied the requirement as to length of service, account is taken, if necessary, of certain other employments.

A pension is calculated at the rate of one eightieth of the teacher's pensionable salary for each year of service, subject to a maximum of forty-eightieths, and, in addition, a lump sum at the rate of one-thirtieth of the pensionable salary for each year of service, subject to a maximum of forty-five thirtieths. As a rule, the pensionable salary is the average amount of annual salary for the last five years of service.

The pensions are reduced by specified sums in the case of teachers to whom the national insurance modifications of the scheme apply.

Teachers who have had at least one year's service but have not had the necessary ten years of service to qualify for a disablement pension, may be eligible for a disablement gratuity of one-twelfth of the pensionable salary for each year of service.

A contribution of 5 per cent of salary is payable by every teacher to whom the scheme applies while employed in service within the meaning of the scheme. A similar contribution is payable by the education authority or other managers of the school or institution in which the teacher is employed.

In the case of teachers to whom the national insurance modifications of the scheme apply, the contributions are reduced by specified sums.

Where a teacher is temporarily absent from duty on account of sickness, it is the general practice of education authorities to make payment of salary, and then half salary, for such periods as are specified below :

Service	Full pay for	Half pay for
Up to 1 year . . . . .	1 month	1 month
Over 1 year and not more than 5 years	2 months	2 months
Over 5 years and not more than 10 years	3 "	3 "
Over 10 years and not more than 15 years	4 "	4 "
Over 15 years . . . . .	6 "	6 "

Provision is made in the superannuation scheme for the payment of a death gratuity to the representatives of a teacher who, after completing at least five years of service, dies in pensionable service. This is an amount equal to the teacher's pensionable salary, or, if the service amounts to more than thirty years, an amount calculated at the rate of one-thirtieth of the pensionable salary for each year of service, subject to a maximum of forty-five thirtieths.

A teacher who qualifies for a pension on account of age (but not on account of ill-health) and who is of good health, may surrender part of his pension in return for an annuity to or in respect of the spouse or a dependent of the teacher.

There is no provision for allowances to teachers during unemployment, beyond that made for citizens generally under the National Insurance Act.

#### FOREIGN TEACHERS

Teachers who are not British subjects are not normally granted by the Department recognition as certificated teachers.

Special arrangements exist for the temporary interchange of teachers between Scotland and certain foreign countries.

#### PRIVATE SCHOOLS

There are only a few voluntary primary schools in receipt of assistance from the Department. The teachers in these schools in general enjoy like conditions of service, superannuation, etc., as teachers in the service of an education authority.



## UNITED STATES

From the reply sent by the Office of Education

### SALARIES

There is little uniformity in the types of public school administration in the United States. The administration unit (the school district) may comprise a city, a county, or a special school unit. In a few localities, the states serve as administrative units. The teachers are considered employees of the administrative unit in which they are serving. Each administrative unit is governed by a school board, usually made up of members of the community. The school board is also a policy-making body and determines practice regarding guarantee and duration of teacher tenure, etc.

Teachers' salaries are usually paid by the administrative unit, which receives income from state and local sources and, to a limited extent, from the federal government. For the United States as a whole, 35% of school revenue is received from the states, 62% from county and local sources, and 3% from the federal government.

There is no uniform scale of salaries for public school teachers in the United States. Some states have minimum salary schedules which individual school districts meet or exceed. Many cities have much higher salary schedules. The average salary of both elementary and secondary school teachers during the school year 1950-1951 is estimated at \$3178 per annum. In general, salaries are slightly lower for elementary teachers and slightly higher for secondary school teachers.

The number and average salary of instructional staff (i.e., supervisors, principals and teachers) in public full-time day schools, by state, in 1949-1950, are given in Table I.

There is no one system of promotion. Promotion policies vary widely among the administrative units. For this reason no single set of data are available on the number of years a person must teach before reaching his maximum salary. According to figures for 1949-1950, there are more than 83,000 school districts in the country, and there is thus almost every possible variety of salary schedule.

The following are some examples of salary schedules. A city in California, with population of 65,000 reported for the school year 1952-1953, a minimum annual salary of \$3100 for classroom teachers, with increments of \$100 for each year for 13 years, making a maximum of \$4400 for a teacher with a bachelor's degree. A teacher with a master's degree could reach a \$4800 maximum, while a teacher with highest preparation could reach a maximum of \$5200.

A New Jersey city, population 44,000, reported minimum classroom teacher's salary at \$2600 (for the year 1951-1952) with provisions for two increments at \$150 each; 7 at \$200; and 6 at \$150; making a maximum



TABLE III

State	Days of Sick Leave with Pay		Eligibility under State Teachers Retirement Laws if Disability permanent			Eligibility under Workmen's Compensation Laws if temporary or permanent disability is duty-connected		
	Annual	Accumulative	Qualifications for Retirement (Years of Service)	Frequency of Physical Examinations for Continuance of Benefits			Coverage of Teachers	
				Annually for 5 Years (less often thereafter)	At Discretion of Board	Other provisions	Mandatory	Optional with local Employer
Alabama	2	20	10	X <sup>3</sup>	..X	..	..X	X
Arizona <sup>4</sup>	...	...	15	...	X	..6	..X	..X
Arkansas	..10	40	10 <sup>5</sup>	...	X	..8	..X	..X
California	...	...	10 <sup>7</sup>	..X <sup>9</sup>	..	..8	X	..
Colorado	..	...	10	...	..X	..8	..	..X
Connecticut	..10	20	25	..X <sup>3</sup>	..	..	..	..X
Delaware	5 <sup>10</sup>	72	10	X <sup>3</sup>	..	..	..X	..X
Florida	..5	20	15	X <sup>3</sup>	..	..	..X	..X
Georgia	..5	15	10	X <sup>3</sup>	..	..	..X	..X
Idaho	5	60	10	X <sup>3</sup>	..X <sup>11</sup>	..	..X	..
Illinois	5-9 <sup>12</sup>	35	No provision separate from normal retirement	...	..	..	..X	..
Iowa	..10	20 <sup>13</sup>	15	...	X	..8	..	..X
Kansas	10	25	20 <sup>14</sup>	..X <sup>3</sup>	X	..6	..X	X
Kentucky	10	...	5	..X <sup>3</sup>	..X	..	..X	..
Louisiana	...	...	10	..X <sup>3</sup>	..X <sup>3</sup>	..	X <sup>15</sup>	..
Maine	...	...	5 <sup>16</sup>	...	..X <sup>3</sup>	..	X <sup>17</sup>	..
Maryland	...	...	15	...	X	..	X	..
Massachusetts	...	...	15	...	X	..	X	..
Michigan	...	...	15	..X <sup>3</sup>	..	..	No provisions	..
Minnesota	...	...	10 <sup>18</sup>	..X <sup>3</sup>	..	..6	..	..X
Mississippi	...	...	10	..X <sup>3</sup>	..	..8	..X <sup>15</sup>	..
Missouri	...	...	10	..X <sup>3</sup>	..	..	..X	..
Montana	...	...	15	...	..X	..	..	..
Nebraska	..10	20-30 <sup>19</sup>	10	...	..X	..	..	..
Nevada	..10	...	10	..X <sup>3</sup>	..	..	..	..X
New Hampshire	...	...	10	X <sup>3</sup>	..X	..	..	..
New Jersey	...	...	10	X <sup>3</sup>	..	..	..	..

8  
3  
5  
None  
4  
5  
3  
3  
10  
None  
None  
None  
None  
5  
3  
None  
6  
None  
...  
8  
None  
8  
11  
None  
None  
4  
5  
None







TABLE I  
*Instructional Staff*

State	Supervisors	Principals	Teachers		Total	Average Salary p.a.
			Men	Women		
Alabama . . . . .	123	612	519	12614	13133	2111
Arizona . . . . .	61	236	704	73148	3852	3556
Arkansas . . . . .	46	495	715	093	7808	1801
California . . . . .	960	3660	2202	32913	35115	4268
Colorado . . . . .	94	352	616	5134	5750	2821
Connecticut . . . . .	203	396	432	6418	6850	3558
Delaware . . . . .	41	80	79	888	967	3273
Florida . . . . .	189	764	401	9511	9912	2958
Georgia . . . . .	187	386	736	15740	16476	1963
Idaho . . . . .	40	207	312	2533	2845	2481
Illinois . . . . .	223	1833	4192	28095	32287	3458
Indiana . . . . .	331	1532	2079	11528	13607	3401
Iowa . . . . .	624	967	145	13461	13606	2420
Kansas . . . . .	—	1396	1196	9066	10262	2628
Kentucky . . . . .	99	1034	1691	11105	12796	1936
Louisiana . . . . .	167	1023	804	10162	10966	2983
Maine . . . . .	—	—	403	4108	4511	2115
Maryland . . . . .	193	462	455	5828	6283	3594
Massachusetts . . . . .	720	1044	679	12859	13538	3338
Michigan . . . . .	232	1127	748	22019	22767	3420
Minnesota . . . . .	146	461	415	11395	11810	3013
Mississippi . . . . .	31	242	1019	10925	11044	1416
Missouri . . . . .	18	577	1768	14679	16447	2581
Montana . . . . .	201	153	306	3153	3459	2962
Nebraska . . . . .	159	249	474	8301	8775	2292
Nevada . . . . .	8	55	83	720	803	3209
New Hampshire . . . . .	135	99	102	1596	1698	2712
New Jersey . . . . .	389	897	1469	16030	17499	3511
New York . . . . .	908	3098	5875	45265	51140	3706
New Mexico . . . . .	110	443	599	2681	3280	3215
North Carolina . . . . .	—	1643	1664	18999	20663	2688
North Dakota . . . . .	—	—	639	4277	4916	2324
Ohio . . . . .	250	1275	2482	23234	25716	3088
Oklahoma . . . . .	75	2164	689	9156	9845	2736
Oregon . . . . .	125	721	746	5952	6698	3323
Pennsylvania . . . . .	854	2262	2940	28419	31359	3006
Rhode-Island . . . . .	—	—	1101	2067	2171	3294
South Carolina . . . . .	—	212	752	11220	11972	1891
South Dakota . . . . .	87	333	486	4890	5326	2064
Tennessee . . . . .	—	—	2657	13989	16646	2302
Texas . . . . .	368	1440	3458	29118	32576	3122
Utah . . . . .	58	437	282	2202	2484	3103
Vermont . . . . .	107	91	84	1654	1738	2438
Virginia . . . . .	387	1932	356	11980	12336	2328
West Virginia . . . . .	167	764	1313	8027	9340	3487
Wisconsin . . . . .	—	—	1635	12536	14171	3007
Wyoming . . . . .	34	109	85	1593	1678	2798
District of Columbia . . . . .	39	166	71	1623	1694	3920
Continental U. S. . . . .	9189	39314	52925	536653	589578	3010
<i>Outlying Territories:</i>						
Alaska . . . . .	—	12	38	346	384	—
Canal Zone . . . . .	14	18	34	141	175	—
Guam . . . . .	—	27	—	—	226	—
Hawaii . . . . .	30	149	122	1818	1940	—
Puerto Rico . . . . .	73	421	750	4687	5437	—
Samoa . . . . .	4	50	99	16	115	—
Virgin Islands . . . . .	10	21	7	90	97	—

of \$5200 for a teacher with a bachelor's degree. A teacher with a master's degree could reach a \$5600 maximum, and a teacher with higher qualifications, \$6000.

A Missouri city, population 32,000, reported for 1951-1952 a minimum salary for classroom teachers of \$1870 with increments of \$110 each year for 7 years, making a maximum of \$2640 for a teacher with a bachelor's degree. A teacher with a master's degree could reach a maximum of \$2860, and a teacher with highest preparation, a maximum of \$3190.

### ALLOWANCES

Supplementary payments to teachers are not common in the United States. Any such payments, usually based on the cost-of-living or the number of dependents, would be granted by the same authority as that paying salaries, and would vary to a great extent.

No special privileges, moreover, are granted to teachers or generally to government officials.

About 6% of city salary schedules reported allowances for dependents (school year 1948-1949). Family allowance provisions were missing entirely among the cities above 100,000 population, and were less frequent in cities of 30,000 to 100,000 than in smaller cities. The plans differ widely. Some examples of the type of eligibility or dependency and amount of allowance are: head of family, \$400; husband or wife, \$180; first child \$60, second or third child \$30; adult other than husband or wife, \$120 (maximum allowance, \$300); each dependent, husband, wife, or child, \$100; first dependent, \$100, second or third dependent \$50 (maximum allowance, \$200); the sum of \$400 paid to teachers with dependents.

### ADDITIONAL SALARIED ACTIVITIES

Although public school teachers, in general, have the right to carry on their functions as teachers with other functions of an administrative character or with private remunerative activities, they usually devote their full time to teaching. It is possible, but not probable, for local regulations to place restrictions upon other functions carried on by teachers.

### HOURS

There is no general law regarding hours of attendance of teachers. Local regulations cover this point.

In general, teachers are required to be in school before the arrival and after the departure of their pupils.

There are no legislative regulations concerning the time that teachers must spend on preparation of lessons and correction of homework.

The average length of the school term is about one hundred and eighty days a year.

Since teachers are usually employed on an annual basis, salaries for holidays within the school year are included. The annual salary is usually paid in ten or twelve monthly payments.





### PENSION, ILLNESS, DISABILITY, UNEMPLOYMENT

All teachers are under some form of retirement or pension plan. These are generally state-wide, but some cities have independent systems. Selected provisions of state teacher retirement laws are given in Table II. Table III gives the sick leave and disability benefits (December, 1949) under state laws.

### FOREIGN TEACHERS

All states of the United States have their respective legislation or regulations governing the licensing and employment of teachers. Some of the states have legislation or regulatory provisions which place limitations upon foreign teachers who seek positions in their public schools. Most of these restrictions have to do with the citizenship status of the teacher and the taking of an oath of allegiance.

The following states and the District of Columbia require that teachers in the public schools be citizens of the United States: Arizona, Arkansas, California, Connecticut, Florida, Idaho, Illinois, Indiana, Kentucky, Maryland, Michigan, Mississippi, Montana, Nebraska, Nevada, New Jersey, New Mexico, New York, North Dakota, Oregon, Pennsylvania, Rhode Island, South Dakota, Tennessee, Texas, Washington and Wyoming.

In California, Idaho, North Dakota and Washington, however, proof of completion of "first papers" is sufficient.

Certain states require teachers to take an oath of allegiance. In some of the states, the oath is required of teachers in private and parochial schools as well as in public schools. A distinction is to be noted between an oath of allegiance and an oath taken merely for the faithful performance of certain civil duties. An oath of allegiance taken in accordance with the laws of a state of the United States does not under the naturalization laws of the United States, confer federal citizenship upon the person taking such an oath. Naturalization in the United States is a process under federal statutory provisions which demands of the applicants various steps in addition to the taking of the oath of allegiance.

The following states and the District of Columbia require that teachers in the public schools take an oath of allegiance to the constitution of the United States and, in most instances, to that of the state: Arizona, California, Colorado, Florida, Indiana, Kansas, Louisiana, Massachusetts, Maryland, Michigan, Montana, Nevada, New Jersey, North Dakota, Oklahoma, Oregon, Rhode Island, South Dakota, Texas, Washington and West Virginia.

While there are no federal statutes which expressly authorize a foreign teacher to engage in his profession among the states or which prohibit him from doing so, there are certain federal statutes which affect his professional statute.

In consideration of federal statutes bearing upon the international exchange of teachers, there is a distinction between an "immigrant" and a "non-immigrant" or visitor. For example, a teacher visitor who enters this country may declare at the time of his admission that the purpose for which he is coming to the United States is teaching. Such

a non-immigrant may not as a rule establish residence for the purpose of acquiring citizenship in the United States.

The act of February 5, 1917 (39 U.S. Stat. 874, as amended) controls the immigration of aliens under contract and specifies the classes exempt from its provisions. Among the exempted classes enumerated are persons belonging to any recognised learned profession. The Department of Justice, moreover, construes the contract labour law as inapplicable to teachers and exempts them on the theory that they are not engaged in manual labour.

Teachers from other countries who desire to teach in an elementary or secondary public school in the United States should write to the state board of education in the capital city of the State in which they wish to be employed.

In general, persons from one state of the United States may teach in any other state under the same conditions as natives of the latter state.

#### PRIVATE SCHOOLS

Private schools are not controlled or subsidized by the states or by the federal government.

## URUGUAY

From the reply sent by the Ministry of Education and Social Aid

### SALARIES

Public primary teachers in Uruguay rank as government officials. Candidates for vacant posts are selected by competitive examination and merit. Supply teachers are chosen from among the best of the unsuccessful candidates.

Primary teachers' salaries are paid by the government.

The following salary scale is now under consideration by parliament :

ANNUAL SALARIES	
Post	Annual salaries
	Pesos
Junior primary teachers:	
Urban and rural schools . . . . .	3000
Demonstration schools . . . . .	3360
Infant school and kindergarten teachers . . . . .	3360
Teachers in special schools :	
Deaf-and-dumb children . . . . .	4200
Mentally defective children . . . . .	2520
Delinquent children . . . . .	4200
Special classes . . . . .	3600
Open-air schools, schools for delicate children, etc. . . . .	3240
Senior primary teachers :	
Urban schools . . . . .	3240
Demonstration schools . . . . .	3600
Headmasters :	
Urban and rural junior primary schools . . . . .	3360
Senior primary schools . . . . .	3840
Demonstration schools . . . . .	4560
Kindergartens . . . . .	4560
Special schools : deaf-and-dumb children . . . . .	5280
Special schools : mentally defective children . . . . .	3120
Special schools : delinquent children . . . . .	4800
Special schools : open-air schools and schools for delicate children . . . . .	3840

Teachers attain their maximum salary in a minimum of twenty-five years.

Promotion is made on the basis of competitive examination and merit.

### ALLOWANCES

Teachers in charge of an urban or rural primary school receive a lodging allowance of between 15 and 25 pesos a month. Women teachers with children receive a family allowance of 6 pesos a month for each child under sixteen years of age or under eighteen if still at school.



These allowances are paid by the salary-paying authority.

Teachers also receive a travelling allowance in the event of their transfer to a new post. They are granted reductions on the railways, trams and motor-coaches.

#### ADDITIONAL SALARIED ACTIVITIES

Primary teachers are permitted to combine their ordinary post with other official teaching posts, such as adult and handicraft classes and coaching. The maximum number of posts they may so combine is three.

They are also permitted to take up administrative posts, or private activities, in commerce for example.

#### HOURS

Primary teachers are required to teach twenty hours a week (i.e., four hours a day) in summer, and twenty-five hours a week (i.e., five hours a day) in winter.

They are required to be present at school twenty minutes before lessons begin.

No regulations exist concerning the time that teachers should devote to preparation of lessons and correction of homework.

Primary teachers enjoy two and a half months' holiday a year (15th December to 1st March).

This holiday is fully paid.

#### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

Legislation provides for a government-administered retirement pensions fund.

Teachers are entitled to retirement pension after twenty-five years' service, irrespective of age, or, in the case of women teachers with children, and teachers permanently disabled before completing the required twenty-five years, after not less than ten years' and not more than twenty years' service.

Contributions to the fund amount to 10% of salary, deducted at source.

Pensions amount to 50% of salary.

There is no compulsory unemployment insurance scheme.

#### PRIVATE SCHOOLS

Legislation exists concerning controlled private schools.

#### MISCELLANEOUS

Men and women primary teachers are on the same salary scales. Differences of salary occur only in connection with the type of school.

## VIETNAM

From the reply sent by the Ministry of National Education

### SALARIES

Men and women teaching in Vietnamese official public primary schools fall into two categories: qualified teachers and auxiliary teachers. Both categories are State officials, and their conditions of service are covered by law.

Men and women teaching in non-official public primary schools, on the other hand, do not rank as officials. Such schools are called communal or village schools. The teachers are appointed by the provincial governors, and receive very low salaries. Their appointment is not for any fixed period, and they are subject to dismissal without notice if their work is not found satisfactory.

The salaries of regular teachers are paid by the State from the regional or State budget, according to the school in which they are working.

A uniform scale of salaries exists for all public primary teachers.

#### ANNUAL SALARY SCALE OF QUALIFIED PRIMARY TEACHERS (MEN AND WOMEN)

Grade and Class	Salary	Grade and Class	Salary
	Piastres		Piastres
<i>Qualified Principal Teachers</i>		<i>Qualified Class Teachers</i>	
Hors class . . . . .	38,497	1st class . . . . .	29,379
1st class . . . . .	36,241	2nd class . . . . .	27,500
2nd class . . . . .	33,891	3rd class . . . . .	26,277
3rd class . . . . .	31,729	4th class . . . . .	25,337
		5th class . . . . .	24,303
		6th class . . . . .	23,270
		Supply . . . . .	21,201

#### ANNUAL SALARY SCALE OF AUXILIARY PRIMARY TEACHERS (MEN AND WOMEN)

Grade and Class	Salary	Grade and Class	Salary
	Piastres		Piastres
<i>Auxiliary Principal Teachers</i>		<i>Auxiliary Class Teachers</i>	
Hors class . . . . .	33,045	1st class . . . . .	25,337
1st class . . . . .	30,601	2nd class . . . . .	23,738
2nd class . . . . .	28,345	3rd class . . . . .	22,706
3rd class . . . . .	26,841	4th class . . . . .	21,860
		5th class . . . . .	20,637
		6th class . . . . .	19,604
		Supply . . . . .	17,807

A minimum of two years' service is required for promotion to the next higher class.

As a rule the qualified teachers take the intermediate and senior classes, and the auxiliary teachers the elementary, preparatory and infant classes.

No special category of teachers exists for the special classes for abnormal children.

Men and women teaching in the senior primary schools come in the category of senior primary teachers, and rank as secondary teachers.

A category of headmasters and headmistresses is now being formed. At the present time headships are filled by men and women primary teachers selected on the basis of their experience and recognised professional capacity. The allowance for such posts varies according to school.

Pupil-teachers receive free board and lodging or an allowance in lieu. Promotion is made by selection in 75% of the cases, and by service in the remainder, so far as financial resources permit, for all grades below qualified principal primary teachers, 2nd class, and auxiliary primary teachers, 1st class. For these two grades and above, promotion is exclusively by selection. Candidates for promotion are required to get their names placed on a list in order of merit, drawn up by a special committee at the close of each year and valid for the coming year. Promotion is granted on the basis of this list, and the number of teachers promoted may not exceed the number of posts falling vacant during the year for which the list is valid.

In practice it takes a primary teacher twenty-five years to reach his or her maximum salary, except in the case of exceptionally able teachers who secure their promotion exclusively by selection and with the minimum delay between successive salary groups.

The number of primary teachers of both categories is as follows :

Qualified and auxiliary men teachers . . . . .	4257
Qualified and auxiliary women teachers . . . . .	1256

Owing to circumstances, the majority of men and women primary teachers have been forced to discontinue their work, and no promotion has been granted since 1945, except in South Vietnam. Pupil-teachers from the normal schools excepted, primary teachers have been recruited on a day-to-day basis, until such time as they can be appointed to the regular categories now being established.

#### ALLOWANCES

In addition to their salary, public primary teachers are entitled to a residence allowance (which is increased in the case of married teachers with children), and a family allowance varying according to the number of children. The sum granted for each child is either fixed or progressive, according to the respective time of birth of the children concerned.

In a case where the husband of a woman teacher is also an official, family allowances are payable only in respect of the head of the family.



Wherever accommodation exists, teachers may be granted the use of such accommodation free of charge by the local authorities.

Men and women primary teachers also receive an educational bonus. In the case of their transfer for service reasons, they are entitled to a daily transfer allowance varying in amount with their category.

The children of men and women public primary teachers are exempt from fees in fee-paying secondary establishments.

The above mentioned educational bonus and exemption from fees are privileges granted only to primary education staff.

### ADDITIONAL SALARIED ACTIVITIES

Primary teachers are allowed to combine their ordinary duties with teaching in evening (adult) classes, and receive a low payment or hourly rate for such additional work.

They are not allowed to combine their ordinary duties with other administrative or non-administrative duties. They are strictly forbidden to engage, directly or indirectly, in commercial activities or to accept any salaried post in a private undertaking.

They are allowed to give private lessons for pay during the long school vacations, in accordance with a time-table and number of pupils fixed in advance by the authority granting authorization. They are at liberty to publish textbooks they have written. If asked by the authorities to write a textbook, they receive payment varying in amount with the importance of the book concerned. They are allowed to contribute paid articles to educational journals.

### HOURS

Primary teachers are required to work twenty-seven-and-a-half hours a week, school breaks included.

They are required to supervise the pupils on their arrival and departure, during the school breaks, and on school walks. As a rule they are required to be present at school ten minutes before lessons begin, and be present when the pupils leave.

No regulations exist as to the time teachers should devote to preparation of lessons and correction of homework.

Excluding the regular weekly holidays, public primary teachers enjoy long vacation lasting two months and a half, and public holidays, making a yearly total of three months and ten days.

All holidays are fully paid.

### PENSIONS, ILLNESS, DISABILITY, UNEMPLOYMENT

No provident or insurance scheme exists for public primary staff.

Public primary teachers are entitled to a pension on reaching the age of 55 and after thirty years' service in a regular category.

Such pension is calculated at the rate of one-sixtieth of the average salary during the last three years of service.

Pension in the case of teachers leaving the service after twenty years' service, for reasons other than disciplinary, is calculated at the rate of one-seventy-fifth of salary received.

On admission to a regular category, men and women primary teachers contribute monthly 6% of their salary, retained at source, to the pensions fund, and the authority employing them contributes 5%.

In the case of illness, primary teachers are entitled to :

- (a) thirty days' leave a year on full pay ;
- (b) six months' administrative leave every six years, consisting of one month on full pay, two months on half pay, and three months on quarter pay ;
- (c) three months' leave on half pay for personal reasons ;
- (d) convalescence leave consisting of one month on full pay and two months on half pay ; such leave may be prolonged up to a maximum of one year, on quarter pay ; it is not granted except after hospitalization and on the advice of the medical committee ;
- (e) long leave for tuberculosis or leprosy ; such leave is granted in periods of one year at a time, up to a maximum of five years, after which the teacher concerned, if still unable to resume his duties, is retired on pension, placed on the reserve list without pay, or dismissed the service.

No other allowances are made in the case of illness, except those listed above. Teachers are not required to make any contributions to the sickness fund.

Women teachers are granted maternity leave on full pay for two months.

A public primary teacher's widow is entitled to half the pension he was receiving at the time of his death, and an under-age child to one quarter of said pension.

No unemployment allowances exist.

#### FOREIGN TEACHERS

Foreign nationals are not eligible for appointment to posts in either public or private primary schools in Vietnam.

All suitably qualified Vietnamese nationals are eligible for appointment to posts in public and private schools in all parts of the country.

#### PRIVATE SCHOOLS

The above mentioned regulations do not apply to teachers working in private State-aided or State-inspected schools. Their salaries and other conditions of service are subject to agreement with the employing schools.

## MISCELLANEOUS

The following table will serve to give some idea of the monthly salary and allowances received by men and women public primary teachers in Vietnam, ranging from the lowest grade of married auxiliary supply teacher, with one child, to the highest grade of married qualified principal teacher—hors classe—with four children.

## SALARY AND ALLOWANCES

Grade	Net Monthly Salary	Residence Allowance <sup>1</sup>	Wife and Child Bonus <sup>1</sup>	Family Allowance Children's Bonus <sup>1</sup>
	Plastres	Plastres	Plastres	Plastres
Qualified Principal Teacher hors classe (married, with four children) . . . . .	3208.14	1600	2658.20	1062.22
Qualified Supply Teacher (married, with one child)	1766.80	1600	1210.86	130
Auxiliary Principal Teacher, hors classe (married, with four children)	2753.80	1600	2658.20	1020.31
Auxiliary Supply Teacher (married, with one child)	1484.80	1600	1210.86	130

<sup>1</sup> Applicable to North Vietnam.



# EXCHANGE RATES

AVERAGE CLEARING QUOTATIONS AS ON 15TH JUNE, 1953

Country	Amount	Swiss Francs	Dollars
Afghanistan	100 afghani	25.40	6.00
Argentina	100 pesos	30.95	7.25
Australia	1 pound	9.80	2.25
Austria	100 schillings	16.76/16.87	3.85
Belgium	100 francs	8.71/8.74	2.00
Bolivia	100 bolivianos	2.23	0.52
Brazil	100 cruzeiros	8.50	2.00
Bulgaria	100 levas	62.99	15.00
Burma	100 kyats	92.00	21.15
Cambodia	100 piastres	12.42	2.85
Canada	100 dollars	430.00	100.50
Ceylon	100 rupees	92.00	21.15
Colombia	100 pesos	171.45	40.00
Cuba	100 pesos	428.62	100.00
Czechoslovakia	100 crowns	59.32/59.67	13.89
Denmark	100 crowns	62.95/63.20	14.50
Dominican Republic	100 pesos	428.62	100.00
Ecuador	100 sucres	25.30	6.25
Egypt	1 pound	12.00	2.88
Finland	100 marks	1.88/1.90	0.45
France	100 francs	1.24/1.25	0.29
German Federal Republic	100 DM	104.10/104.50	23.81
Guatemala	100 quetzals	428.62	100.00
Haiti	100 gourdes	86.00	20.00
Honduras	100 lempiras	215.00	50.00
Iceland	100 crowns	26.80	6.14
India	100 rupees	92.00	21.15
Indonesia	100 rupees	37.70	8.77
Iraq	1 dinar	12.22	2.82
Ireland	1 pound	12.20/12.25	2.82
Israel	1 pound	12.10	2.81
Italy	100 liras	0.69/0.70	0.16
Japan	100 yen	1.19	0.28
Laos	100 piastres	12.42	2.85
Luxemburg	100 francs	8.71/8.74	2.00
Mexico	100 pesos	49.72	11.60
Monaco	100 francs	1.24/1.25	0.29
Netherlands	100 florins	115.10/115.55	26.36
New Zealand	1 pound	12.22	2.80
Norway	100 crowns	61.07/61.37	14.05
Pakistan	100 rupees	132.00	30.20
Panama	100 balboas	428.62	100.00
Persia	100 rials	13.35	3.12
Philippines	100 pesos	214.00	49.90
Portugal	100 escudos	15.13/15.29	3.50
Salvador	100 colons	172.00	40.00
Spain	100 pesetas	10.96	2.52
Sweden	100 crowns	83.95/84.30	19.35
Switzerland	100 francs	—	23.34
Syria	100 pounds	118.50	27.25
Thailand	100 bahts	25.50	8.00
Union of South Africa	1 pound	12.22	2.82
United Kingdom	1 pound	12.22	2.81
United States	1 dollar	4.28	—
Uruguay	100 pesos	143.50	33.50
Vietnam	100 piastres	12.42	2.85



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